



**caarya**

A unit of Sukor Consulting Private Limited  
CIN: U72200TG2016PTC103072



914029702228



sukorconsulting.com  
sukorconsulting@gmail.com



D. No. 20-m/1004/1,  
Venkatadri Nilayam, Plot No. 1004,  
Matrusri Nagar, Miyapur,  
Hyderabad Rangareddi TS 500049

August 5, 2021

To,

P. Sunil Kumar

### **ACCEPTANCE LETTER**

Dear Sunil,

We are pleased to engage you as a "Student Associate" at **Caarya** subject to your acceptance of the Terms and Conditions as follows:

### **ENGAGEMENT**

The terms governing this engagement will be effective from the date of joining. Your retainer contract with us will be governed by the Terms & Conditions as detailed in the **Annexure**.

### **REPORTING AND RESPONSIBILITIES**

**You will be designated as "Student Associate- Frontend Developer"**

You will be reporting to the **CEO** or any other officer of the company, whomsoever the Company may designate for this purpose from time to time.

In discharge of your responsibilities, you will be required to perform those duties as are more particularly laid down in the Job Description for your position.

### **COMMENCEMENT DATE AND REMUNERATION**

You shall commence on your duties on 5<sup>th</sup> August 2021.

You will be entitled to a monthly remuneration of Rs. 2500 post probation of one month, subject to Tax Deduction at Source (TDS) on Remunerations payable to the Employee.

If you accept the terms and conditions mentioned above and in the annexure herein below, please sign the duplicate and return to us. The original shall be retained by you.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential. We welcome you to the Caarya family!

Yours Sincerely,

**G.Nikhil Srivatsa**  
**Director & CEO**

**Signature of the Associate.....**



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## **ANNEXURE**

**Role:** Student Associate- Frontend Developer

### **Key Responsibilities:**

- Works on tasks given by the associate.
- Learn & skill up in practices, concepts & technologies related to front end development.
- Work in & contribute to ongoing projects as assigned by the Full Stack Lead.

### **Other terms:**

- a. **Caarya- unit of Sukor Consulting Private Limited**, is hereafter referred as "**the Company**"
- b. **Associate Confidentiality, Non- Solicitation & Non-Competition:** Retainer contract with the Company as an associate or engagement with the Company as an independent contractor, as the case may be, will give the associate access to proprietary and confidential information belonging to the company, its clients, its suppliers and other. Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the company.
- c. The associate shall keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company.
- d. During the tenure of active engagement with the company as associate, including the tenure of notice period detailed herein below, the Associate shall not engage in any business activity which is competitive with the company nor work for any company which competes with the Company.
- e. The associate shall not solicit any employee or associate or independent contractor of the Company on behalf of any other business or any other person.
- f. **Notice Period:** In case the associate wishes to leave the services, he/she should give 2 weeks notice. The 2 weeks period shall reckon from the date of acceptance of such notice of severance. The notice period is mandatory. Waiver of notice period fully or partially is solely at the discretion of the company.



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- g. **Reimbursement of Expenses:** The Company will reimburse associate for pre-approved expenses incurred by associates in proper performance of assigned duties with the company. Reimbursement will be subject to associate providing receipts or other evidence of payment; and further providing purpose of each expense, in a form reasonably required by the company.
- h. **Tax Deduction at Source (TDS):** Remunerations payable to the consultant shall be subject to deduction of tax at source @1% or any other rate as may be made applicable by law from time to time.
- i. **Loss of pay:** It is applied whenever a consultant has no leave balance or available leaves, yet is on leave. Loss of pay requires approval from the reporting manager. No salary will be paid to the consultant on those days of leave.

**Associate Declaration:**

I have read and understood the contents of this offer and agree to the terms and conditions of this offer. I shall also abide by the rules and regulations made by the company from time to time, as a policy applicable to the all the associates in general, at any time during the continuance of my engagement as associate with the company.

Associate Name:

Associate Signature:

Date: