

Date: 26/12/2012

To,
Mr. Sykam Raghava Reddy,
Idea Entity Tech Solutions (P) Limited,
Hyderabad.

Dear Mr. Raghav Reddy,

Subject: Performance Review and Salary Appraisal Confirmation Letter

We are pleased to inform you that the management has reviewed your performance from your date of joining and after due consideration of various aspects, your employment has been **confirmed as Software Engineer** effective from **7/12/2012**. You have been given a salary appraisal as mentioned below and all other service conditions mentioned in the appointment letter remains the same.


Your Cost to Company is **Rs.1,44,000.00 (Rupees One Lakh Forty Four Thousand Only Per Annum)** effective from **01/12/2012**. Detailed breakup will be given in **Appendix I**.

Please find the annexure of your new salary attached.

We hope that you will continue working with the same zeal & commitment and contribute your services to achieve the company's objective.

With best wishes

For Idea Entity Tech Solutions Pvt Limited


R K Vadlani
Head – Operations & Business Development Manager

APPENDIX I

NAME Mr. Sykam Raghava Reddy
DESIGNATION Software Engineer
ANNUAL EMOLUMENTS Rs. 1,44,000.00

	Payable monthly	Payable Yearly
Basic	5,661	67926
HRA	2,264	27170.4
Conveyance	800	9600
Medical Reimbursement (Bills to be submitted Quarterly)	1,250	15000
Special Allowance	1,346	16155.6
A.Gross Salary	11,321	135852
B.Reimbursement (Subject to submission of bills)		
LTA (Payable yearly)	-	0
C.Retirals		
PF employer Contribution	679	8148
Cost to Company (A+B+C)		1,44,000

NOTE:

- (1) All payments are subject to appropriate taxation.
- (2) All payments would be as per company's rules and regulations and administrative procedures
- (3) Company's contribution to PF is calculated considering basic pay as Rs. 6,500/-
- (4) Medical Reimbursement is up to Rs.15000 per annum, payable monthly. Bills to be submitted Quarterly.
- (5) LTA Benefit is paid annually.
- (6) Salary structure is liable for modification from time to time

Date: 10/01/2014

To,

Mr. Raghava Reddy Sykam,
Software Engineer
Idea Entity Tech Solutions Pvt Ltd,
Hyderabad.

Dear Mr. Raghava Reddy,

Subject: Performance Review and Salary Appraisal Confirmation Letter

We are pleased to inform you that the management has reviewed your performance from your date of joining and after due consideration of various aspects, you have been given a salary appraisal as mentioned below and all other service conditions mentioned in the appointment letter remains the same.


Your Cost To Company is **Rs. 3,00,000.00 (Rupees Three Lakh Only Per Annum)** effective from 1st January, 2014. Detailed breakup will be given in **Appendix I**.

Please find the annexure of your new salary attached.

We hope that you will continue working with the same zeal & commitment and contribute your services to achieve the company's objective.

With best wishes,

For **Idea Entity Tech Solutions Pvt Limited**


R K Vadlani
Head –Business Development & Operations

APPENDIX I

NAME Mr. Raghava Reddy Sykam,
DESIGNATION Software Engineer
ANNUAL EMOLUMENTS Rs. 3,00,000.00

	Payable monthly	Payable Yearly
Basic	11,610	1,39,320
HRA	4,644	55,728
Conveyance	800	9,600
Medical Reimbursement (Bills to be submitted Quarterly)	1,250	15,000
Special Allowance	4,916	58,992
A.Gross Salary	23,220	2,78,640
B.Reimbursement (Subject to submission of bills)		
LTA (Payable yearly)	1,000	12,000
C.Retirals		
PF employer Contribution	780	9360
Cost to Company (A+B+C)		3,00,000.00

NOTE:

- 1) All payments are subject to appropriate taxation.
- 2) All payments would be as per company's rules and regulations and administrative procedures
- 3) Company's contribution to PF is calculated considering basic pay as Rs. 6,500/-
- 4) Medical Reimbursement is up to Rs.15000 per annum, payable monthly. Bills to be submitted Quarterly.
- 5) LTA Benefit is paid annually.
- 6) Salary structure is liable for modification from time to time.

1.Feb.2015

To,

Mr. Raghava Reddy Sykam,
Software Engineer
Idea Entity Tech Solutions Pvt Ltd,
Hyderabad.

Dear Mr. Raghava Reddy,

Subject: Performance Review and Salary Appraisal Confirmation Letter

We are pleased to inform you that the management has reviewed your performance from your date of joining and after due consideration of various aspects, you have been given a salary appraisal as mentioned below and all other service conditions mentioned in the appointment letter remains the same.

Your Cost To Company is **Rs. 4,00,000.00 (Rupees Four Lakh Only Per Annum)** effective from 1st January, 2015. Detailed breakup will be given in **Appendix I**.

Please find the annexure of your new salary attached.

We hope that you will continue working with the same zeal & commitment and contribute your services to achieve the company's objective.

With best wishes,

For Idea Entity Tech Solutions Pvt Limited

R K Vadlani
Chief Operations Officer

APPENDIX I

NAME	Mr. Raghava Reddy Sykam,
DESIGNATION	Software Engineer
ANNUAL EMOLUMENTS	Rs. 4,00,000.00

	Payable monthly	Payable Yearly
Basic	15,267	183200
HRA	6,107	73280
Conveyance	800	9600
Medical Reimbursement (Bills to be submitted Quarterly)	1,250	15000
Special Allowance	7,110	85320
A.Gross Salary	30,533	366400
B.Reimbursement (Subject to submission of bills)		
LTA (Payable yearly)	1,000	12,000
C.Retirals		
PF employer Contribution	1,800	21,600
Cost to Company (A+B+C)		400000

NOTE:

- 1) All payments are subject to appropriate taxation.
- 2) All payments would be as per company's rules and regulations and administrative procedures
- 3) Company's contribution to PF is calculated considering basic pay as per standards.
- 4) Medical Reimbursement is up to Rs.15000 per annum, payable monthly. Bills to be submitted Quarterly.
- 5) LTA Benefit is paid annually.
- 6) Salary structure is liable for modification from time to time.

27.Jan.2016

To,

Mr. Raghava Reddy Sykam,
Software Engineer
Idea Entity Tech Solutions Pvt Ltd,
Hyderabad.

Dear Mr. Raghava Reddy,

Subject: Performance Review and Salary Appraisal Confirmation Letter


We are pleased to inform you that the management has reviewed your performance from your date of joining and after due consideration of various aspects, you have been given a salary appraisal as mentioned below and all other service conditions mentioned in the appointment letter remains the same.

Your Cost To Company is Rs. 4,50,000.00 (Rupees Four Lakh Fifty Thousand Only Per Annum) effective from 1st January, 2016. Detailed breakup will be given in **Appendix I**.

We hope that you will continue working with the same zeal & commitment and contribute your services to achieve the company's objective.

With best wishes,

For Idea Entity Tech Solutions Pvt Limited


Suresh Satyavarapu
Manager – Operations



APPENDIX I

NAME

Mr. Raghava Reddy Sykam,

DESIGNATION

Software Engineer

ANNUAL EMOLUMENTS

Rs. 4,50,000.00

	Payable monthly	Payable Yearly
Basic	17,350	208,200
HRA	6,940	83,280
Conveyance	1,600	19,200
Medical Reimbursement (Bills to be submitted Quarterly)	1,250	15,000
Special Allowance	7,560	90,720
A.Gross Salary	34,700	416,400
B.Reimbursement (Subject to submission of bills)		
LTA (Payable yearly)	1,000	12,000
Variable		-
C.Retirals		
PF employer Contribution	1,800	21,600
Cost to Company (A+B+C)	37,500	4,50,000

NOTE:

- 1) All payments are subject to appropriate taxation.
- 2) All payments would be as per company's rules and regulations and administrative procedures.
- 3) Company's contribution to PF is calculated considering basic pay as per standards.
- 4) Medical Reimbursement is up to Rs.15000 per annum, payable monthly. Bills to be submitted Quarterly.
- 5) LTA Benefit is paid annually.
- 6) Salary structure is liable for modification from time to time.



Date 7/05/2012

To,

Mr. Sykam Raghava Reddy

S/O Sykam Brahma Reddy
1-2/7, Nallagarlapadu (Village),
Guntur (Dist)

Phone: raghava.sykam@gmail.com

Email: 9703037501

Dear Mr. Raghava Reddy

Subject: Appointment Letter

With your reference to your application and subsequent interview with us, We are pleased to appoint you as "Trainee-Software Engineer" per the terms & conditions mentioned below.

You will be under probation for a period of six (6) months. During the period you will be paid a consolidated remuneration of Rs: 6,000/- (Rupees Six Thousand Only) per month and also avail the employee refreshment services. On successful completion of probation based on your performance the Management will decide the remuneration.

Your broad duties and responsibilities will be software Development. However, the company reserves the right to assign to you such other duties and responsibilities as may be considered advisable in company's interests. In your responsibility as the trainee Software Engineer, You will report to the HEAD-Technical or to any other officer deputed by her. Your association with the company will be governed by the terms and conditions attached herewith and the Non-Compete Non-Disclosure Agreement

During the probation period if the management is not satisfied with your work and conduct, the period of probation will be liable to extension (s) as the management may deem fit in its whole discretion. Unless an order in writing confirming you is given, you will not be deemed to have been made permanent

Yours Sincerely,

For Idea Entity Tech Solutions Private Limited

R K Vadlam

Head – Operations and Business Development Manager

I have carefully read and understood the terms and conditions mentioned in Appendix II of this letter. I have accepted all the terms & conditions of this appointment letter.

Date 7/05/2012

Signature S. Raghava Reddy

APPENDIX II

TERMS & CONDITIONS OF EMPLOYMENT

The below terms and conditions are addendum to the terms and conditions of offer letter. You will abide by the Rules & Regulations / Standing Orders of the Company in force, at present, and as varied from time to time.

Training

You may undergo in-house / external technical / professional training program faithfully and with devotion. Your training will be closely monitored during the period.

Conflict of Interest

Your position with the company calls for whole time devotion and you will devote yourselves exclusively to serve the company and thereafter on being appointed to the business of the company, you will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your period of association with the company, without written permission from the company.

State of Facts

It must be specifically understood that this appointment is made based on your proficiency on technical / professional skills you have declared to possess as per the resume / application. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, company shall have the right to terminate your services forthwith. In the process, the company, including but not limited police verification for which you shall have no objection, may conduct a reference check.

Restraints

- *Non-Disclosure* - You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any and all information, instruments, documents, etc., relating to the Company that you may have pursued as an Associate of the Company.
- *Non Solicitation* - You shall not solicit any business of the company or hire the employees of the company while you are associated with the company and / or on your leaving the company.
- *Authorization* - Only those authorized under Power of Attorney / Resolution may sign legal documents, representing the organization.
- *Passwords* - Access to our network, development environment and MS-mail is through individual's password. For security reasons, it is essential to maintain confidentiality of the same.
- *Destroying Papers & Material* - Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.
- *Use of Company Resources* - You shall use the company's resources only for official purposes.

Date 7/05/2012

Signature S. Raghava Reddy

- *Authorization* - Only those authorized under Power of Attorney / Resolution may sign legal documents, representing the organization.
- *Smoking* - We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises are declared as "No-Smoking Zone".
- *Security* - Security is an important aspect of company's communication and office infrastructure. We have Security personnel deployed in all the floors who take care of the security. You shall have no objection against frisking and should you wish to work late or early hours, you are requested to produce you identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason, you shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a company-wide awareness about the need for protection of intellectual property and sensitive customer information. Your worktable and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team members table or storage.

Use of Cell Phones

Unless otherwise authorized, employees may only use personal cell phones for an emergency. To the extent authorized or as the circumstances may warrant, cell phone use should be limited to making telephone calls. In addition to telephone service, many cell phones or cellular providers offer a host of additional functions and/or services, including text messaging and digital photography. It is not possible to list all of the services that are now -- or may become -- available. Whether enumerated or not, employees are strictly prohibited from using any of these services while at work. Violation of this policy will subject an employee to disciplinary action.

General

- a) As part of your association with the company, you will be required to come either early or go late hours depending on the exigencies.
- b) The foregoing constitutes the entire agreement as regards the terms and conditions of your service with the Company and they shall be subject to such modifications and amendments as may be introduced from time to time as per the Company's Rules & Regulations.

Date 7/05/2012

Signature S. Raghava Reddy

Termination

The management reserves the right to terminate your service with one month notice or payment in lieu thereof or without any notice or compensation due to any act of commission or omission on your part which may cause loss or damage to the company or notwithstanding the other terms set out the company has absolute right at any time to terminate your services without any notice or without compensation in lieu of notice for your committing any breach of the terms of this letter of appointment or if you are found guilty of any subordination, insolence, gross negligence of duty, irregularities, fraud, embezzlement, misappropriation or if you indulge in drunkenness, participate in strike or misbehave yourself in any other manner. You are liable to indemnify the company for any loss of damage which the company may suffer on account of your misbehavior.

Indemnification

You shall indemnify the company and its officials against any claims etc in the event of your former Employer initiating any action against the company for your having contravened the terms and conditions of such company. You agree that there are restraints against you for joining the services of our company.

The above terms and conditions are based on company policies, procedures and other rules currently applicable and are subject to amendments from time to time. You shall abide by all the rules and regulations of the company which are in force and which may into force from time to time. In all matters, including those not specifically covered here, such as Travel, Leave, etc. you will be governed by the Policies of the company framed from time to time.

I have read the above terms and conditions of Employment and would hereby confirm strict adherence to the same.

Date 7/5/2012

Signature S. Raaghava Reddy