



**Scadea Software Solutions Private Ltd.**  
(A Subsidiary of Scadea Solutions, Inc.  
USA) INDIA: + 91-40-66806699/66816699  
info@scadea.net  
www.scadea.net

Ref. No: SSSPL/HR/Hyd/06/09/15

Date: June 9, 2015

**Ms. Laxmi Silapuri**

H.No : 64 Tadband,  
Sec-bad - 500011.

Sub: Offer of Appointment' for the post of Business Development Executive

Further to our personal / telecommute discussions, we are pleased to issue this "Offer of Appointment" for the position of Business Development Executive. Your joining date with the company will be July 01, 2015. You are requested to confirm your willingness to accept this Offer of Appointment either by mode of a written courier message or E-mail signifying your acceptance within two days on receipt of the same.

**Probation:**

You will be on probation for a period of three months from the date of joining. Based on your performance during the probation period, the Management reserves the right either to extend the probation period or confirm the services.

**Salary:**

During the probation period you will be paid a Gross salary of **Rs. 4,90,000** per annum (Annexure A attached). On confirmation of your service in the organization, the management may grant increment in salary as it deems fit. This salary is subject to deductions for taxes, & other statutory enactments applicable in this regard and policies of the company depending on the place of your employment.

**Documentary Evidence:**

In proof of the details incorporated in your resume, you are required to submit photo- copies of your date of birth, academic / technical qualifications, experience certificate/s, and any other testimonials along with your originals at the time of reporting to duty. You are required to furnish two references along with their full name, designation and contact details.

**India Corporate Office:**  
3-6-369 Suite 405  
Himayatnagar, Hyderabad  
Andhra Pradesh, INDIA -500029

**Development Center:**  
202, La Chapelle,  
270/1, Baner Road,  
Pune, MS, India – 411045

**USA Corporate Office:**  
100 Franklin Square Drive  
Suite 304, Somerset,  
New Jersey, USA-08873



## **Scadea Software Solutions Private Ltd.**

(A Subsidiary of Scadea Solutions, Inc. USA)

INDIA: + 91-40-66806699/66816699

info@scadea.net

[www.scadea.net](http://www.scadea.net)

### **Holidays & Leaves:**

After the probation period you will get 1 day as leave each month. Apart from the Weekend holidays, you will be entitled to the holidays as declared by the State Government. These Holidays and Leaves shall basically governed by the Corporate Office Holidays as declared either in India / US, however are subject to change within the local rules prevailing at that point of time.

### **Reporting:**

By virtue of your designation you will report to the **Director Operations**.

### **Transfers & Promotion:**

The management may at its discretion, transfer your services to any other zone/s in India / US or any other territorial zone as it deems fit. Promotions in the company are purely based on your quarterly and yearly performance evaluation. The company has a three tier performance evaluation system comprising of self, peer and top management.

### **Rules & Regulations:**

Your services are governed by the legal enactments promulgated by the local government with regard to terms of employment and 'policies & procedures' as and when introduced by the company and also the rules applicable at the place of your employment either in India and or elsewhere in the world.

### **Non Disclosure of Confidential Information & Non-Compete:**

You will not disclose to any third party, without the prior written consent of the management, any information relating to the business of the company, its management, its clients /Vendors and the database, unless and otherwise construed that such dissemination of information is in the best interest of the company.

You agree not to provide software services to any of Scadea Solutions Inc clients (except as directed by Scadea Solutions, Inc.), directly or indirectly, while employed by Scadea Solutions, Inc., and for a period of 2 years thereafter.

**India Corporate Office:**  
3-6-369 Suite 405  
Himayatnagar, Hyderabad  
Andhra Pradesh, INDIA -500029

**Development Center:**  
202, La Chapelle,  
270/1, Baner Road,  
Pune, MS, India – 411045

**USA Corporate Office:**  
100 Franklin Square Drive  
Suite 304, Somerset,  
New Jersey, USA-08873



**Scadea Software Solutions Private Ltd.**

(A Subsidiary of Scadea Solutions, Inc. USA)

INDIA: + 91-40-66806699/66816699

info@scadea.net

**www.scadea.net**

**Notices:**

The management of the company reserves the right to terminate the services without any notice during the probation period. On confirmation of the services, this appointment can be terminated by giving two months' notice by the employee.

Please signify your acceptance of this 'Offer of Appointment' by signing the duplicate copy of this letter attached herewith.

We look forward to a long and mutually beneficial association and are confident that you will play a significant role in our company's expansion in the international markets and will be a valuable asset to us.

Sincerely  
for **Scadea Software Solutions Private Ltd.**

---

Amina Rahail  
Director Operations

**India Office Address:**

Floor #4, Suite 405, Santana Ecstasy  
Himayatnagar, Hyderabad, Andhra Pradesh  
India.

**Accepted By**

---

Laxmi Silapuri

Date:  
Place:

**India Corporate Office:**  
3-6-369 Suite 405  
Himayatnagar, Hyderabad  
Andhra Pradesh, INDIA -500029

**Development Center:**  
202, La Chapelle,  
270/1, Baner Road,  
Pune, MS, India – 411045

**USA Corporate Office:**  
100 Franklin Square Drive  
Suite 304, Somerset,  
New Jersey, USA-08873



**Scadea Software Solutions Private Ltd.**

(A Subsidiary of Scadea Solutions, Inc. USA)

INDIA: + 91-40-66806699/66816699

info@scadea.net

[www.scadea.net](http://www.scadea.net)

## ANNEXURE A

### Compensation Structure

Salary Particulars	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
Basic	16333	196000
House Rent Allowance	8167	98000
Conveyance	800	9,600
Other allowances & reimbursements	15533	186400
<b>Gross Salary</b>	<b>40833</b>	<b>490000</b>

(Taxes will be deducted as applicable)

Sincerely  
for **Scadea Software Solutions Private Ltd.**

---

Amina Rahail  
Director Operations

**Accepted By**

---

Laxmi Silapuri

Date:  
Place:

**India Corporate Office:**  
3-6-369 Suite 405  
Himayatnagar, Hyderabad  
Andhra Pradesh, INDIA -500029

**Development Center:**  
202, La Chapelle,  
270/1, Baner Road,  
Pune, MS, India – 411045

**USA Corporate Office:**  
100 Franklin Square Drive  
Suite 304, Somerset,  
New Jersey, USA-08873