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Cheric Information Network Technologies Pvt. Ltd.

Plot No: #99, 3rd Floor, Ayyappa Society Main Road,
Madhapur, Hyderabad - 500081.

Date: 23/07/2012

Place: Hyderabad.

To

Mr. Lakshmana Chari Panuganti,

H.No:3-7, Guruvannapet.

Cherial (M), Warangal 506355

Sub: Letter of Offer – Ref. CPL/05/1408251

Dear Lakshman,

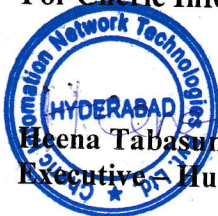
With reference to the discussions we had with you, we are pleased to appoint you as **System Administrator in Cheric Information Network Technologies.**

You are entitled to an annual salary of **Rs. 1,80,000/-** Your appointment will be governed by the terms and conditions of employment presented in **Annexure A**. You will also be governed by the other rules and regulations in vogue and those that may change from time to time. Your date of joining would be from **20/08/2012** and you have to report to **Mr. Venkat.**

We look forward to your joining us. Please do not hesitate to contact us (email: hr@chericttechnologies.com) for information you may need. Also, sign the duplicate copy of this offer as your acceptance and forward the same to us.

Yours sincerely,

For Cheric Information Network Technologies Pvt. Ltd



Heena Tabasum,

Executive Human Resource

I accept the offer on the terms and conditions.

Signature:

Date: 23/07/2012

Encl: Annexure-A (Terms & Conditions of Employment), Annexure-B (Document list).

Annexure – A

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of Service during your employment with Cheric Information Network Technologies Private Limited, and those that may be amended from time to time.

Probation Period

Your probation period will be for SIX months after completing the probation period you will be part of companies Accelerated Development Program (ADP) and will be eligible for performance review.

Statement of facts

The company has made the offer of the employment on the basis of the bonafide statements and facts provided by you in your application for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.

Duties

- a. During working hours, you shall entirely devote your time, attention and abilities to the business of the Company.
- b. You shall not, without the company's prior written consent, be in any way directly or indirectly engaged or concerned with any other business or employment during or outside your hours of work in the company.
- c. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Conduct

During the period of employment with us, you shall work honestly, faithfully and efficiently for the growth of the company.

Confidentiality


- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, dealings with information relating to customers, employees, agents distributors and suppliers.
- b. You shall not during your employment and at all times thereafter do or say anything that may cause directly or indirectly damage the business of the company.
- c. You shall maintain utmost confidentiality with regard to your compensation and benefits with anyone, but with the Manager you report to.
- d. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the company all documents, records and accounts in any form relating to matters concerning the business or dealings or affairs of the company.

Tax

Cheric Information Network Technologies Pvt. Ltd will make the necessary deductions for tax deductions at Source (TDS) as applicable and deposit the deductions with appropriate statutory authority. As an employee, you agree that it is responsibility to pay all appropriate taxes and file tax returns as applicable.

I accept the terms and conditions of the company mentioned above.

Signature:



Date: 23/07/2012

Name:

LAKSHMANACHARI P

Annexure - B

At the time of joining, you are requested to submit the following documents in along with two copies of each.

1. Copy of your certificates and mark sheets in support of your educational qualifications (10th onwards) and professional certificates.
2. Photocopy of your passport. Please ensure that you possess a valid Indian passport at the time of joining.
3. One passport size and one-stamp size, color photographs.
4. Date of Birth Certificate.

Your offer has been made on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer at any time during your service.