

Ref No: GAVS/CRE/HR/US/FY 22-23/055

April 28, 2022

Employee Name : Uday Kumar Chippada
Employee ID : 103136

Dear Uday,

Thank you for being a valued member of the GS Lab | GAVS family. 2021 – 22 was not without challenges, and we would like to take a moment to offer our condolences for the passing of few of our colleagues. Some of our colleagues have also lost their loved ones.

We are excited that we are shortly to be a part of a combined group (subject to regulatory approval) – GS Lab | GAVS with a 4000+ employee strength, AI led Digital Product Engineering and Digital Transformation company with focus on Healthcare, BFS and other sectors with operations in the US, UK, ME and in India, we have operations in Chennai, Pune, Hyderabad, Bangalore, and Vadodara.

GAVS is privileged to be recognized as one of the "Best Organisations for Women 2022" by the Economic Times and we are committed to evolve as the Preferred Employer of Choice for Women.

GS Lab | GAVS would like to be a purposeful organization with strong commitment to our colleagues. We shall work on best-in-class Employee Benefits and Wellness initiatives. We shall strive to create a high-performance team and invest in professional growth through Learning and Development.

For FY 22-23, we request your support and commitment in meeting our goals and aspirations. This year, our focus will be on Digital Product Engineering, Healthcare, BFS, and other sectors. We will continue to build ZIF™ into a world-class AIOps platform. As a combined dynamic entity, GS Lab | GAVS will be geared up to meet the strong opportunities in the IT industry globally.

We have taken into account your value and contributions, based on that we have decided to work on investing in our annual increments. We have taken an executive decision to be higher than the average market compensations; and in line with high performance culture, we shall continue to review individual and business performance on a quarterly basis. We are also introducing a **Performance Based Pay** in addition to the regular increment, which will be processed on a half yearly basis to catalyse the high-performance culture we are trying to build at GS Lab | GAVS.

Based on your performance, the rating for 2021-22 is "**Above Expectations**". Recognizing your performance and contribution, we are happy to announce that effective **April 01, 2022**, you have been promoted as **Technical Lead** to the Level **E1**. Your revised **Cost to Company (CTC)** per annum will be **\$ 134,375/-*** (USD One Hundred Thirty Four Thousand Three Hundred Seventy Five Only) which includes a 'Performance Based Pay' component of **\$ 5,873/-**

Our compensation policies are benchmarked to ensure internal parity, and external competitiveness and on these lines, a Compensation Correction of **2%** has been factored in your CTC for your critical contribution to GAVS for meeting its goals.

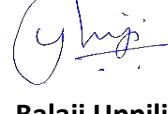
All other Terms and Conditions of your employment will remain unaltered and will be governed by the published policies of the organization. Kindly note that the content of this letter is highly confidential, and we expect you to maintain the same with highest accordance.

Thank you once again for your efforts toward the growth of the organization. We are committed to the success of all employees and clients. It is going to be an exciting year ahead. We are sure you will support GS Lab | GAVS and our clients with renewed zeal and focus. We wish you all the best for the upcoming year and new responsibilities.

*The amount is subject to tax deductions.

Thanks
for GAVS Technologies N.A., Inc


Sumit Ganguli
Chief Executive Officer


Balaji Uppili
Chief Operating Officer


Sangeeta Malkhede
Global Head – HR