



CLOBDATA TECHNO SOLUTIONS PVT LTD

Date: March 02, 2018

OFFER LETTER

To,
Mr. Dandupati Swamy,
1-70B vooderu, anakapalli,
Visakhapatnam, Andhra Pradesh-531032.

Dear Mr. Dandupati Swamy,

We are delighted to offer you a role at **ClobData Techno Solutions Private Limited** where we strive to create an environment in which we enjoy working together and as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our Clobdata Techno Solutions Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Cloud Engineer**. And your Gross Compensation is **INR 2,49,996/-** As per the Salary Breakup Annexure to this letter.

You are requested to report at our Bangalore office on **April 05, 2018**. Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's Clobdata Techno Solutions e-mail id and confirm your joining date. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **April 05, 2018**.

Your reporting time on the joining date is 9:30 a.m. Kindly note that it is important to be on time to complete the Joining Formalities.

On your joining date, please bring the originals and one set of photocopies of the documents mentioned earlier.

Please contact us at **080-37971368** (Monday to Friday between 9:30 a.m. to 6:30 p.m.) or via the mentioned email-Id for any queries regarding your employment offer.



080-37971368



Level 7, MFAR Greehnhart, Manyata Tech Park, Outer Ring road Hebbal,
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Salary Breakup Annexure:

Particulars	Amount in Rupees	
	Per Month	Per Annum
Basic Salary	8333	99996
Medical Allowance	1250	15000
Special Allowance	2500	30000
City Compensation Allowance	2983	35796
House Rent Allowance	4167	50004
Conveyance	1600	19200
Total	20833	249996

The terms and conditions governing your employment are as under:

Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join

On joining, you will have to sign the Employment Agreement with the company

This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. Clobdata Techno Solutions will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, Clobdata Techno Solutions shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times



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During your employment with Clobdata Techno Solutions, you may get opportunities to work on multiple platforms/skills at the sole discretion of Clobdata Techno Solutions. Clobdata Techno Solutions encourages and appreciates flexibility to work on different technologies.

You will be eligible for a performance review or a salary revision as per company policy.

Your initial posting will be in Bangalore. However, your services are transferable anywhere in India as also anywhere abroad with in the Clobdata Techno Solutions group of companies. In case your services are transferred to any of our group companies, you are required to abide by the rules and regulations pertaining to that company. You will carry out your duties as per the instructions of your superiors from time to time.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills- specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone.

Code of conduct: You will abide by the applicable rules and regulations in force from time to time and will also be required to sign and abide by the Code of ethics and conduct as elucidated by the company as part of your performance appraisal process. Any breach of the guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.

You will not carry on any business or enter for any part of your time in any capacity in the services of other person or persons and company or companies. You will devote your whole time and attention to your duties to promote the interests of Clobdata Techno Solutions and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information

During your employment with Clobdata Techno Solutions and perpetually thereafter, you will not transmit, disclose or otherwise use confidential information related to Clobdata Techno Solutions to any unauthorized person, except as may be required in the course of discharging your duties in connection with Clobdata Techno Solutions business. Confidential information includes, but is not restricted to Clobdata Techno Solutions client names, the nature of our projects and all other technical and client related information.

For the purpose of representing and improving the company's brand image and being able to interact with senior level decision makers in the industry in a satisfactory manner, you are required to follow the following norms

Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company



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All software developed by you and/or by the team of which you are a part, shall belong exclusively to the company. The company has the exclusive right over the intellectual property. You shall sign all relevant documents in this regard, as required, to assign

And/or secure rights in favor of the company.

You will be responsible for the safekeeping and return in good condition all the company property, which will be in your use, custody or charge.

Non-solicitation : During your period of employment with Clobdata Techno Solutions and for a period of twelve (12) months commencing from the last day of your employment with Clobdata Techno Solutions, you will not directly or indirectly: (i) solicit any employee of Clobdata Techno Solutions to terminate his/her employment with Clobdata Techno Solutions or to accept any other employment; and/or (ii) solicit or do business with any clients or customers or potential clients or customers of Clobdata Techno Solutions with whom you have had dealings during the last twelve (12) months of your employment with Clobdata Techno Solutions.

Communication: Please approach your immediate supervisor for any queries pertaining to project or organization related concerns, suggestions which you may have from time to time. In addition, the HR team is always available to discuss any of your needs or suggestions

Shift: You shall have no objection to work on shift/ staggered duty in case business warrants that. Please note that it is management's prerogative to decide which member will work on shift and management's decision in this regard will be final. Your project will also decide the shift allowance that will be payable and will be based on project requirement.

You may be required to travel on Company work and you will be reimbursed expenses as per Company policy

Unauthorized Absence From Work: Your unauthorized absence from work for a continuous period of more than Seven days without leave or obtaining your manager's approval will be treated as absconding from duty, triggering disciplinary action. In the event, that you do not report for work within eight days from the date of unauthorized absence it will be treated as "voluntary abandonment of service" and it shall be deemed you are no longer interested in the employment and your employment will be terminated. In such an event you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified.



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Termination of Employment: Your services may be terminated at any time giving one month's or one month's salary in lieu of notice period, in writing by either side. Whilst the company reserves the right to release you upon your resignation prior to conclusion of your notice period with or without paying notice pay is at the sole discretion of the management. If you decide to leave without completing due notice and handing over formalities as per the requirement of Clobdata Techno Solutions you will not be eligible to get any certificates which indicate employment with Clobdata Techno Solutions immediately or in future.

No references will be entertained from any authority/institution seeking details of your case. In case of your departure without completing the hand- over procedure as per the then prevailing policy of the company, you shall be considered to be in the continued employment of the company without pay and shall continue to be bound to the terms of this letter and the terms of the agreements signed by you. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

Validity: Please read this offer of employment carefully before you agree to its terms by signing it. On the day of your joining you will be required to return the duplicate copy of offer letter duly signed for our records.

The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Clobdata Techno Solutions, assure you of a very rewarding career in our organization.

**Yours Sincerely,
For ClobData Techno Solutions Private Limited**



**Pradeep Joshi
Manager - Human Resources**



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