

Private & Confidential

To,
Mr. Vijay Shankar Shettisadavarti
V S Shettisadavarti, Mahantesh Nagar,
Yaragatti, Dist Belgaum,
Karnataka – 591129
India

Sub: The Letter of Appointment

Dear Vijay,

Yethi Consulting Pvt. Ltd., Bangalore (YCS) is pleased to confirm your appointment as **"Senior QA Analyst"**.

You will be working with the Company under the following terms and conditions.

1. Date of Joining:

You are joining Yethi Consulting Pvt Ltd effective **24th May 2021**. All the terms and conditions will be effective from this date.

2. Designation:

Your designation will be **"Senior QA Analyst"**.

3. Probation:

You will be on probation for six months from the date of joining. That your appointment will be confirmed after successful completion of probation. Excess leaves and/or unauthorized leaves taken during the probationary period will be considered as loss of pay. The leave starts accumulating on completion of Probation. The Company reserves the right to terminate your services without notice or salary in lieu thereof for reasons, including but not limited to, misconduct, negligence of duty, disloyalty, continued ill health, dishonesty, misrepresentation, indiscipline, disobedience, breach of confidentiality, irregular attendance, inefficiency, poor performance, or any act detrimental to the interests of the company or without assigning any reason whatsoever.

4. Location of posting and Transferability:

Your initial location of posting would be **Chennai, India**. The Company may, at its sole discretion, transfer you to any other location of work/ office of the Company. At such time, you are required to abide by the rules and regulations as laid down by the Company and the compensation shall be as applicable to as specific location will be payable to you as per the policy of the Company. You may also be expected to make visits and travel both within India and Outside India, as may be necessary for the proper discharge of your duties. For any overseas visits, you are required to sign a contract with **YETHI** which will be made available to you at the time of travel or required to work at or undertake periodic visits to the other locations of the company or its affiliates within or outside India. All employees have a general duty to assist the interests of the company in all ways reasonably asked of them and therefore you may be asked to assume additional or special duties as circumstances may require. While on transfer you will be governed by the rules, regulations, and conditions of service of that location as well in addition to such policy of the Company.

5. Responsibilities:

Your job definition, responsibilities and reporting structure would be made available by your Manager. You shall understand your responsibilities fully and accordingly respond favorably at all times.



CIN : U74999KA2013PTC068919

www.yethi.in

GSTIN: 29AAACY6177F1ZY

Yethi
24/05/2021



Yethi

Innovation for Quality

#303, Trinity Woods,
872/D 80 Feet Road, Indiranagar
Bangalore, Karnataka 560038, INDIA
Phone: +91-80-4240-1500
Web: www.yethi.co.in

6. Compensation:

Your Total Cost to Company will be **Rs. 5,00,000 per annum (Rupees Five Lakh Only)** subject to statutory deductions as applicable. The CTC structure as per Company policy is given in the work sheet attached here to as Annexure I. Your compensation details are proprietary to yourself and the company and therefore you shall maintain the same in complete and strict confidentiality, under all circumstances. You shall be solely responsible for declaration and payment of all personal taxes (income related or other taxes liable to you).

7. Your Key Deliverables and targets:

Your Key Deliverables and periodical targets shall be as decided by your reporting authority. The key deliverables and target could be subject to change anytime during your tenure with us and communicated to you in writing. Your target and incentive structure if any are not common to the Company is specifically applicable to you. Therefore, you shall keep the same confidential to yourself. You shall not discuss your target and incentive structure or incentive earnings with other colleagues, clients or other outsiders and shall discuss the same only with your immediate senior or HR.

8. Training:

You may be required to undergo trainings in order to perform the job as required. Such training which are customer/ discipline/ project specific for which **YETHI** invests on you will require a training agreement to be signed by you.

9. Career Growth and Increments:

You may be eligible for promotions and increments based solely on your performance and contributions to the Company, at the sole discretion of the Company. Promotions/ Increments/ incentives are not a matter of right or based on efflux of time, but purely based on your performance and contributions to the Company and Company's performance. The Company's policy on performance appraisals would be applicable to you.

10. Code of Conduct:

You are required to abide by the rules and regulations/policies and processes of the Company that are in force. The Company may, at its discretion, modify, amend, alter or extend from time to time, the rules and regulations, policies and processes as it deems fit, without notice.

11. Terms of Employment

During your employment with the company:

- You will abide by all the applicable laws, rules and regulations in force from time to time.
- You shall abide by all company's rules, regulations, policies and practices, including those concerning work schedules, vacations leaves, as they may from time to time be adopted or modified.
- You will be working on assignments and technologies in accordance with the business needs of the company.
- The Company will be working 6 days a week, twenty-four hours a day. You will be expected to attend office - except while travelling on business - as assigned to you by your supervisors and as per applicable laws in force, for a minimum of 9 hours a day, 6 days a week. Weekly offs will be governed as per applicable regulations & Company's policies.
- You shall perform your duties and conform to the directions and instructions as may be assigned to you by the Company or by such officers who are placed in authority over you. The management has the rights to allot you additional responsibilities within your department or any other department.



CIN : U74999KA2013PTC068919

www.yethi.in

GSTIN: 29AAACY6177F1ZY

Page 2 of 8

Abhinav
24/05/2021

- f) Your performance will be reviewed on a periodical basis as per company norms and policy.
- g) You will be responsible for the safekeeping of Company's property entrusted to you and upon resignation/termination from the Company to return the same in good condition. Upon separation from the Company on account of either resignation or termination, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard or soft copy which is in your possession or custody.
- h) You shall be entitled to 18 days of leave for every twelve months of continuous employment with the Company or as per prevailing policy for the time being in force. For any employment shorter than twelve months, leave shall be determined on a pro rata basis. Employees shall schedule holidays and vacation in accordance with the best interests of the company and shall submit such dates for prior approval of management.
- i) You will keep the company informed in writing of any changes in your residential address, family status and other necessary personal information.
- j) You shall not publicly criticize, defame or misrepresent the company and shall not knowingly, commit any such actions which may result in the company's image/business being adversely affected.
- k) Except in the ordinary course of your employment, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of the Company policies and may lead to termination.
- l) You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

12. Duty to Devote Full Time and Avoid Conflict of Interest

During the period of your employment, you shall devote full-time effort to your assignments as an employee of the company. During the period of your employment, you shall not:

- a) Be employed or associated full time or part time with any other concern or engage in any external activities of a commercial nature without prior written approval from the Company.
- b) Solely or jointly with others, undertake or join any planning of any business activity competitive with the business activities of the company.
- c) Directly or indirectly, engage or participate in any other activities in conflict with the best interests of the company.
- d) Use the company resources for any other commercial activity, whether directly or indirectly.
- e) Accept any appointment to membership of the board of directors, standing committee or similar body of any other company, organization, or government agency (other than charitable, educational, political, or religious organizations).



alshethi
24/05/2021

- f) You confirm that you have disclosed fully all of your business interests in the Company - whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between YCS and you or any immediate relatives and also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
- g) You shall not do any act whatsoever which is prejudicial to the interest of the Company in manner.

13. Other Work:

You shall devote the whole of your time, attention, and abilities for the business of the Company and shall not carry on any other business, profession or vocation or undertake any employment under any other person, Firm, Company or Institution, whether for payment or otherwise and shall faithfully serve the Company in all respects and use your utmost endeavors to promote and maintain the interest of the Company and its good reputation.

14. Confidentiality:

You are required to maintain secrecy with regard to the work and the information, which may come to your knowledge during your service on any matter connected with the Company. Any Information pertaining to the Company's operations shall remain secret and be safeguarded by you. You shall not at any time either during or after the termination of the employment disclose any information of the Company, which you may come to know or learn while in the Company's employment. You will have to sign a separate non-disclosure agreement to this effect at the time of joining and whenever required for specific assignments. Such confidentiality will have to be maintained on details, assets, and knowledge that you may acquire about the business associates of the company like customers, suppliers, employees, etc.,

15. Intellectual Property:

If during your employment with the Company either alone or jointly with any other person invent, discover, learn or make any inventions or discovery or any important technical or practical development or modification in any new or existing invention (whether patented or not) or any process, design or formula, in every such case you shall forthwith communicate the same in writing thereof accompanied by full and complete details with all necessary drawings and calculations and the methods of manufacturing, working, carrying out and using the same to the Company. The entire intellectual property so acquired shall belong to and will be the sole property of the Company.

16. Security:

You are strictly not authorized to take any information pertaining to work in any form such as Papers, Floppy, CD-ROM, E-mail, Zip Drives, Downloads, Customer supplied material and or Company (YETHI) given material.

17. Leave:

You will be entitled for leave in accordance with the leave rules of the Company. Please refer to the employee handbook.

18. Notice:

The notice period in case of separation from the Company, **shall be three (3) months**. In the event you fail to comply with the same you shall be liable for damages/pay liquidated damages of the notice period. Salary will be withheld from the month of resignation and will be settled along with Full and Final settlement. Leave cannot be taken / granted when an employee is serving the notice.



alshthi
24/05/2021



Yethi

Innovation for Quality

#303, Trinity Woods,
872/D 80 Feet Road, Indiranagar
Bangalore, Karnataka 560038, INDIA
Phone: +91-80-4240-1500
Web: www.yethi.co.in

19. Past Record:

If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to termination from service without any notice.

20. Violation of Terms of Employment

You are required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures. The Company and every employee as an individual will not tolerate sexual harassment, verbal abuse, misuse of company property, theft, cheating, or any such act of any individual or body of individuals. The Company reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory. In fact, any violation of the Company's procedures and Policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice and may terminate your employment without notice or compensation in lieu thereof and also claim damages if accrued to the Company.

21. Termination of employment:

Post Confirmation The company reserves the right to terminate your services without notice or salary in lieu thereof for reasons, including but not limited to, misconduct, negligence of duty, disloyalty, continued ill health, dishonesty, misrepresentation, indiscipline, disobedience, breach of confidentiality, irregular attendance, inefficiency, poor performance, or any act detrimental to the interests of the company.

- a) You are required to give the company **Three (3) months** prior written notice for resignation from the services of the Company or Three (3) month's salary in lieu thereof. The Company may, at its absolute discretion, waive the notice period and notice cost that is required to be given by you and may relieve you earlier than the notice period applicable. However, if the resource is a part of a critical project, he/she is required to complete the task assigned by his/her supervisor. If you chose not to serve the notice period, if applicable, the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company with the Company as well as the notice pay, or any damages accrued to the Company. You may also become liable to pay damages on account of losses due to your exit without serving a notice period as well as those caused due to expenses incurred in seeking replacements and completing the unfinished work. The company can also withhold issuance of the relieving letter till the acceptance of the resignation letter.
- b) Notice to terminate this appointment will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement.
- c) The relieving formalities will be done by the Human Resource (HR) Department only after getting a Go-Ahead from his/her supervisor.
- d) The Company reserves the right to terminate your services, without cause, with one month's notice or with one month's salary in lieu of notice period.



alshethi
24/05/2021

- e) Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service, and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.
- f) If more than 45 days on bench, The Company reserves the right to terminate your services without notice or salary in lieu thereof for reasons, including but not limited to, redundancy, misconduct, negligence of duty, disloyalty, continued ill health, dishonesty, misrepresentation, indiscipline, disobedience, breach of confidentiality, irregular attendance, inefficiency, poor performance, or any act detrimental to the interests of the company or without assigning any reason whatsoever.
- g) You will automatically retire on attaining the age of 60 years.

22. Information System Security Management

It is important that all employees (direct and contract employees at Yethi and client's premises) fully understand, incorporate and be vigilant of any breaches of Information System Security Management laid out policies. To fulfill our security and risk management requirements, you as an employee of Yethi commit to provide uninterrupted service to its customers and protect the information assets (both physical and Information technology related) from unintended usage and leakages. It is, therefore, essential that these information assets (and the infrastructure that supports it) are secure from destruction, corruption, unauthorized access and breach of confidentiality whether accidental or deliberate. It is imperative that we transact information electronically and that our information systems are secure enough to support confidentiality and integrity of business transactions, therefore you will adhere to the Information System Security Management policy which is currently followed by Yethi.

23. Other Terms

The terms of this offer shall be kept strictly confidential. You shall execute and furnish all other documents as may be required to give effect to this offer including those mentioned in Annexure -2 of this appointment letter.

a) Verification:

The Company shall conduct background checks and references. These references feedbacks play a critical role during your employment process.

b) Breach:

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

c) Documents:

You are appointed by the company on the basis of the information, relating to your age, education, experience, skills, etc. provided by you. The Company shall, at its discretion, conduct background, reference and medical checks including screening for substance use as per Company's policy and this offer is conditional upon the result of such checks. In the event that, at a later date, it is found as a result of the above checks or otherwise that any portion of such information furnished by you to the company is false and/or that there has been any misrepresentation on your part relating to such information and /or screens for substance use are unsatisfactory on any account, your appointment may be terminated



Signature
24/05/2021



Yethi

Innovation for Quality

#303, Trinity Woods,
872/D 80 Feet Road, Indiranagar
Bangalore, Karnataka 560038, INDIA
Phone: +91-80-4240-1500
Web: www.yethi.co.in

by the Company with effect from the date the Company becomes aware of the above. The Company reserves its right to take any other step against you, including withholding of any money due to you from the Company, etc. You shall further be liable to indemnify the Company in respect of any expenses/cost/loss that the company may be put to/suffer on account of such misrepresentation/false information including but not limited to third party actions.

24. Adjudication

Any and all disputes arising in connection with the appointment letter and services privy to you shall be adjudicated before exclusive territorial jurisdiction of Courts at Bangalore. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. The above terms and conditions of this Appointment Letter, when accepted by you, shall constitute a binding contract between the company and yourself. This Addendum to the Appointment Letter constitutes the entire understanding between us regarding the terms and conditions of your employment in case of any change or amendment to the terms of your employment shall be in writing and duly signed by both parties. You are requested to return the duplicate copy of this Addendum to the Appointment Letter duly signed by you, in token of your acceptance of the above terms and conditions of appointment with the company latest within 2 days from the issuance of the letter else this offers stands automatically withdrawn.

We welcome you to the Yethi family and wish you a long and rewarding career with us.

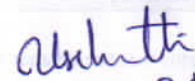
Thanking you,

For Yethi Consulting Pvt. Ltd



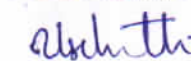
R Narasimhan
Chief Executive Officer

Read, Understood
Accepted and Agreed.



24/05/2021

Vijay Shankar Shettisadavarti



24/5/2021



Yethi

Innovation for Quality

#303, Trinity Woods,
872/D 80 Feet Road, Indiranagar
Bangalore, Karnataka 560038, INDIA
Phone: +91-80-4240-1500
Web: www.yethi.co.in

Annexure - I

The following tables outlines the Monthly and Annual CTC

Compensation Details	
Name	Vijay Shankar Shettisadavarti
Job level	IC2
Designation	Senior QA Analyst

Pay Plan	Monthly	Annual
Fixed Compensation		
Basic Salary	₹ 16,533	₹ 1,98,400
HRA	₹ 6,613	₹ 79,360
Special Allowance	₹ 15,408	₹ 1,84,894
Sub Total (A)	₹ 38,554	₹ 4,62,654
Retiral		
PF - Contribution by Employer	₹ 1,984	₹ 23,808
Gratuity	₹ 795	₹ 9,538
Sub Total (B)	₹ 2,779	₹ 33,346
Others Benefits		
Medical Insurance	₹ 333	₹ 4,000
Sub Total (C)	₹ 333	₹ 4,000
Total CTC (A+B+C)	₹ 41,667	₹ 5,00,000

- Other benefits mentioned above are as per Company policies, which are subject to change from time to time.
- Net take home salary will be subject to statutory deductions as per prevalent Indian Laws, Central and State Government guidelines and rules.
- The gratuity amount mentioned above is only an approximation. Your eligibility and the final pay out of Gratuity will be determined in accordance with the provisions of Payment of Gratuity Act, 1972.

Please note that the matter related to salary/compensation is confidential in nature and should not be disclosed.



Abhishek
24/05/2021

Abhishek
24/05/2021