



K. Anthony Rahul showry

14003258.

(CSE)

Infovity India Pvt. Ltd.

mobile no.:- 82470684 93.

May14th, 2018

To,
Mr. Rahul Sowry Anthony Kuppala

Subject: Offer of Employment

It gives me great pleasure in inviting you to join our company Infovity India Pvt. Ltd. family as one of its valuable members. We extend this offer, and the opportunity it represents, with great confidence in your abilities. Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of you joining Infovity.

I have great pleasure in making a formal offer to you to join our company in the capacity of **Technical Consultant - Trainee** with terms and condition as hereunder.

1. Date of Joining

You are required to report and join office on or before May 28th, 2018. My hope is that you will join us as expeditiously as possible.

2. Remuneration and Compensation

The Cost to the Company per year to be incurred by the company for employing you will not exceed Rs.4,00,000.00 (**Rupees Four Lakhs only**) in the first year. For detailed compensation break up, please refer to Annexure A.

3. Probation

You will initially be on probation for a period of six (6) months from the date of commencement of employment, after which, your performance will be reviewed and if found satisfactory, your appointment will be confirmed in the company on any additional terms and conditions. During the probation period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If your performance is found unsatisfactory, the probation period may be extended until the organization expressly confirms your employment. This probation period would be computed excluding any leave that you may take, for any reason, during the six (6) months immediately following the date of commencement of employment. During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof and without paying any further benefits. You will be eligible for performance appraisal after one year of your employment confirmation.

4. Termination

Infovity is going to invest considerable time and amount in recruiting and orienting you for this position. You agree that you will stay with the company for at least one (1) year from the date of joining, during your tenure with us, should you wish to leave the company or if the company wishes to end your services, the aforesaid appointment could be terminated by issue of a notice of two (2) months by either party as the case may be. The company reserves the right at its sole discretion, to substitute the notice period by paying you base salary in lieu of the notice period.



Cloud Innovation

Infovity India Pvt. Ltd.

ANNEXURE - A

Name	Rahul Sowry Anthony Kuppala
Designation	Technical Consultant - Trainee
Grade	F0

CTC Breakup:

Fixed Pay	Monthly	Yearly
Basic	12,951	1,55,416
HRA	5,181	62,166
Medical Reimbursement	1,250	15,000
Conveyance Allowance	1,600	19,200
LTA	1,619	19,427
Provident Fund (Employer's Contribution) ¹	1,554	18,650
Special Allowance	8,223	98,681
Total Fixed Pay	32,378	3,88,540
Employee Deductions		
Professional Tax	200	2,400
Provident Fund	1,554	18,650
Total Deductions	1,754	21,050
Net Pay (Before Income Tax)	30,624	3,67,490
Total Salary (A)		
Total Salary		Rs.3,88,540
Benefits (B)		
Gratuity ²		7,460
Health Insurance ³		4,000
Total Benefits		11,460
Cost to Company (A+B)		Rs.4,00,000

Note

1. Company Contribution to PF is restricted @ 12% on the maximum salary ceiling of Rs.15,000.
2. Gratuity shall apply as per the "Gratuity Act 1972".
3. Health insurance is for self, spouse, parents and 2 children.

Benefits paid by Company (in addition to Salary above):

1. **Company holidays:** 10 per year
2. **Paid time off:** 21 days of earned leave. Leaves accumulate monthly.

Other Incentives: Employee Referrals - Rs.10,000 per referral paid after three (3) months.

Note: Above are subject to change as per government rules and also as per company discretion.

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