



4. **Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Nov 08, 2022

Usha Shree S,
Bangalore

Offer Letter

Dear Usha Shree S,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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www.visionetsystems.com





- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Usha Shree S
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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www.visionetsystems.com





Name	Usha Shree S	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Usha Shree S
(Signature & Date)

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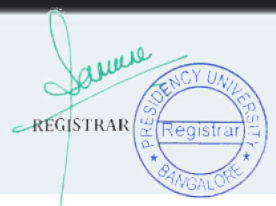
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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

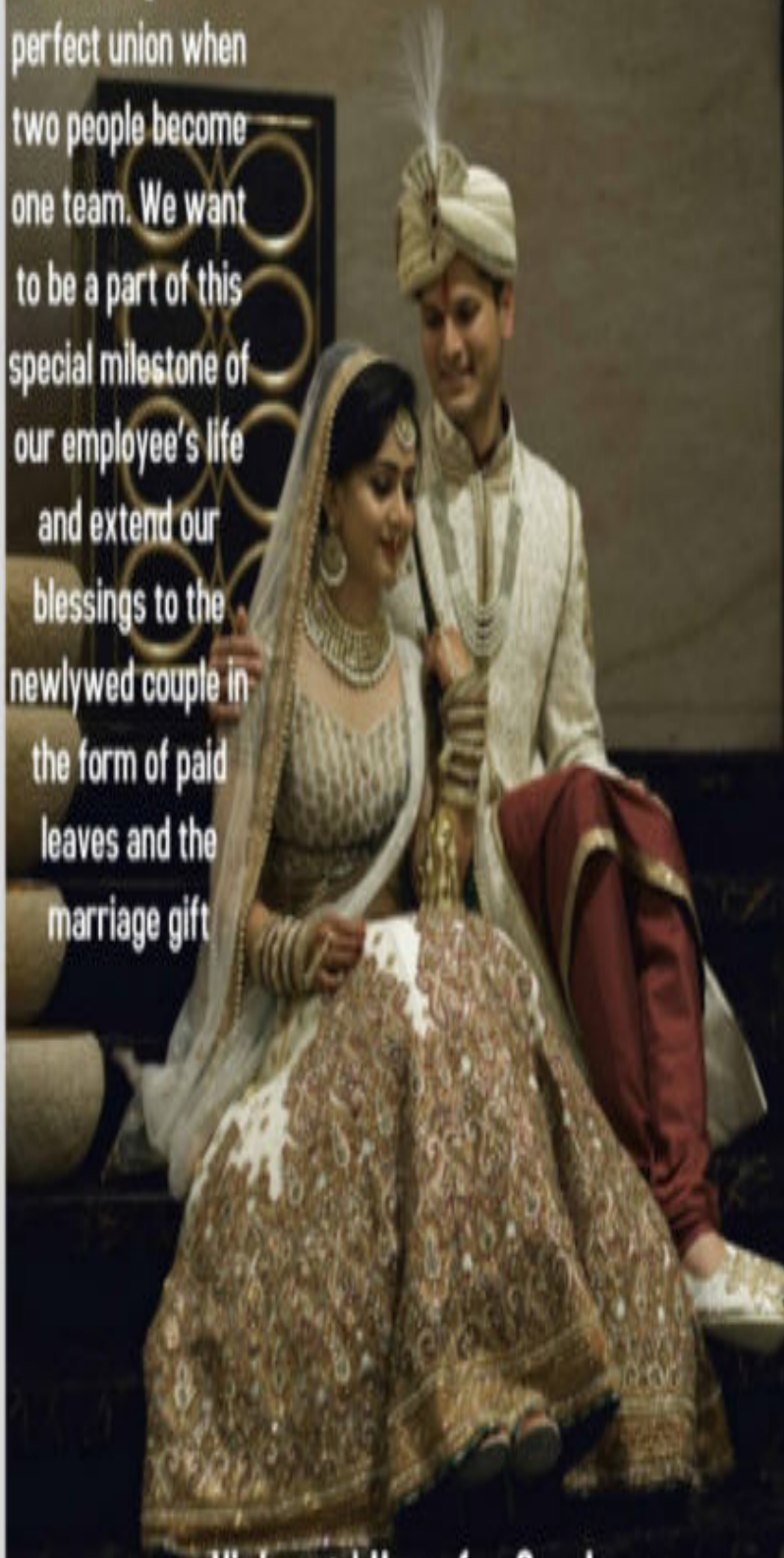
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good



Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 07, 2022

Dhiren H Shetty,
Bangalore

Offer Letter

Dear Dhiren H Shetty,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
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We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Dhiren H Shetty
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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Name	Dhiren H Shetty	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
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Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
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VISIONET





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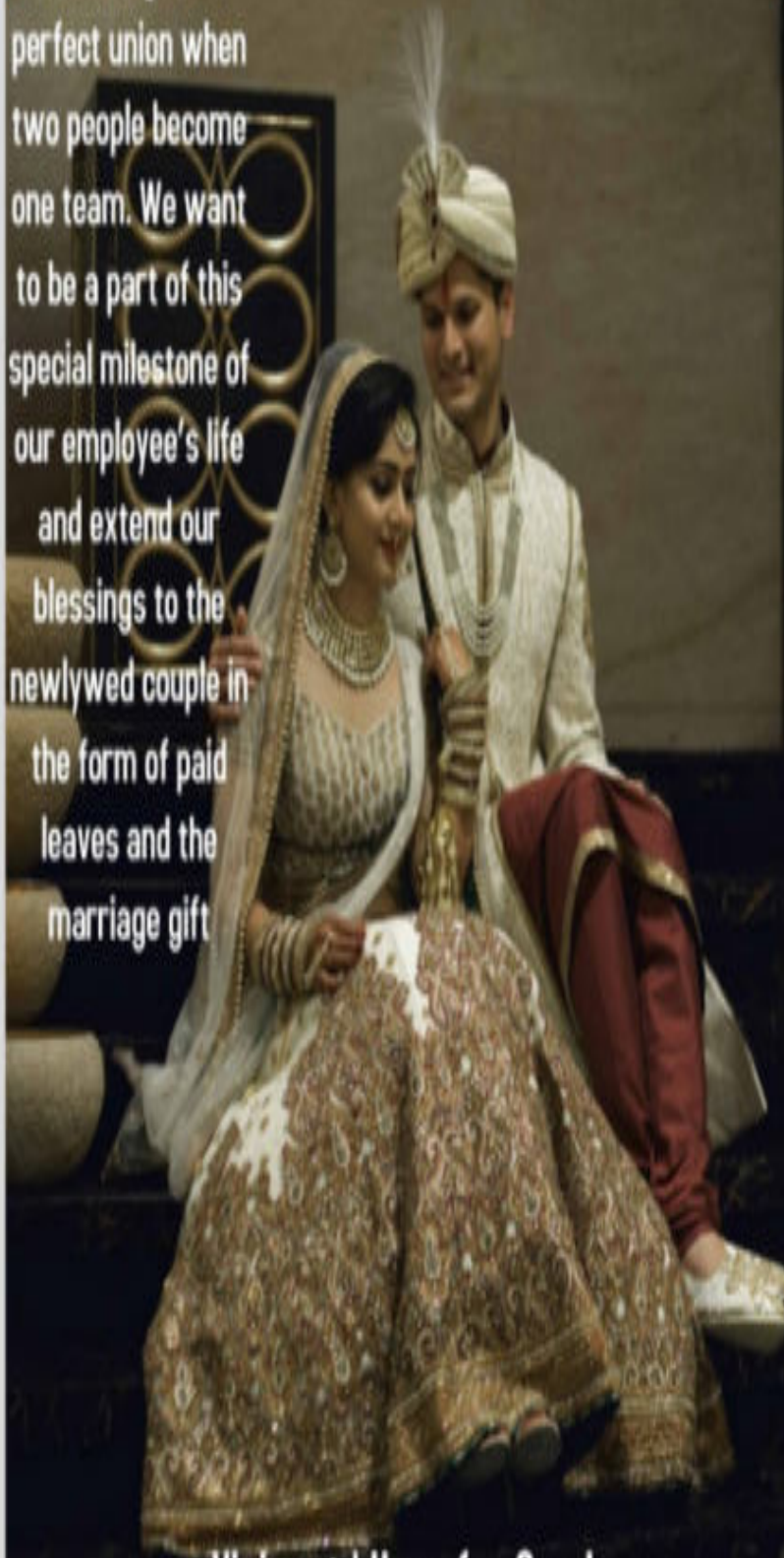
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good



Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
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One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 07, 2022

Sharanya P N,
Bangalore

Offer Letter

Dear Sharanya P N,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

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insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and NonCompetition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success. Yours

sincerely,

Accepted

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com





Senthil Velmurugan K
Director, Human Resources

VISIONET

Sharanya P N
(Signature & Date)

Annexure I: Compensation Break-Up

Name	Sharanya P N	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period. Yours sincerely,

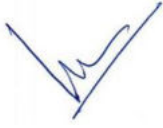
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Senthil Velmurugan K
Director, Human Resources

VISIONET

Accepted
Sharanya P N
(Signature & Date)

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EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

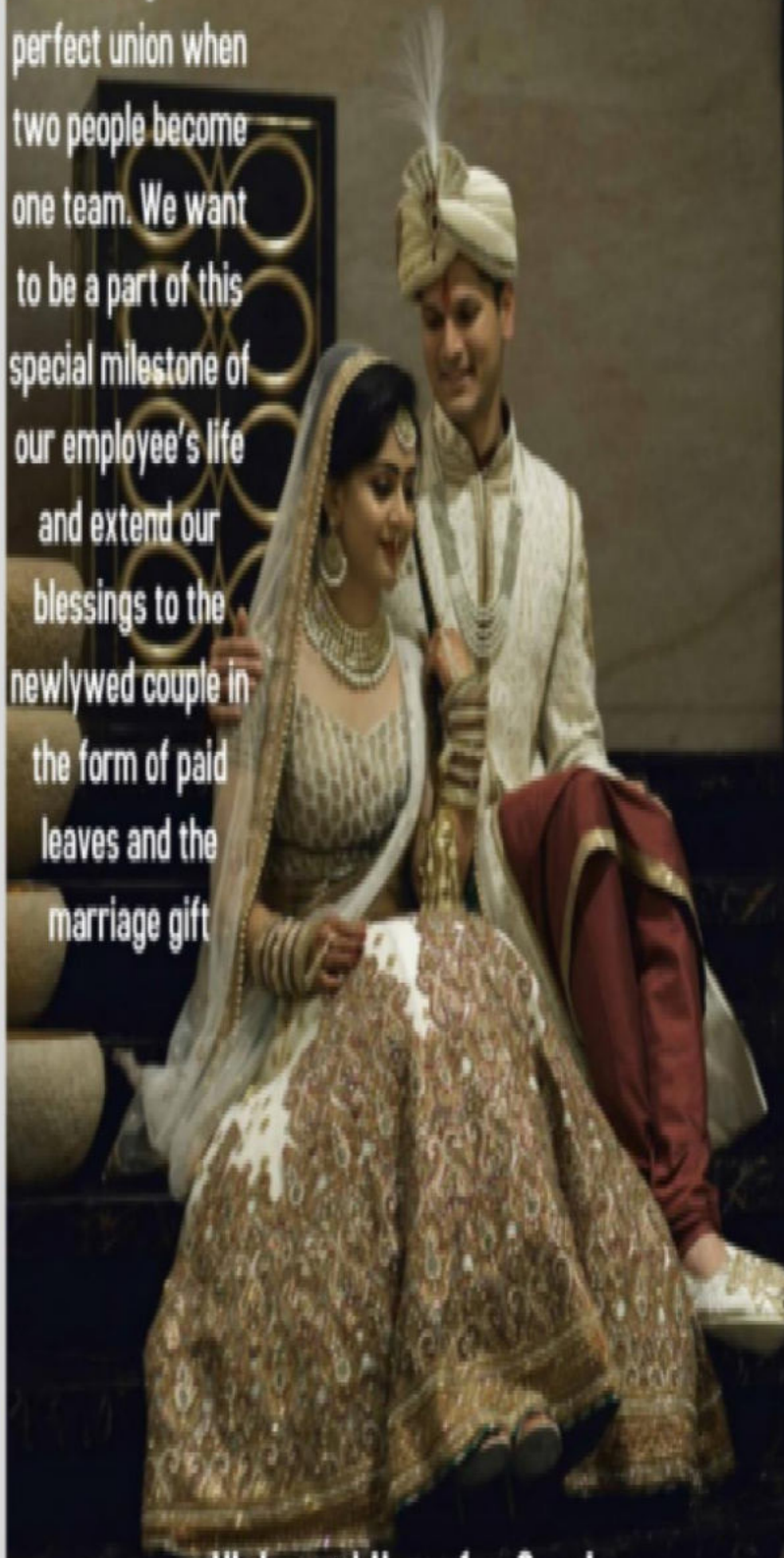
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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good

Paternity Leave



Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.

Visionet | Here for Good





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Gowtham A,
Bangalore

Offer Letter

Dear Gowtham A,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
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We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Gowtham A
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

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Name	Gowtham A	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
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Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Gowtham A
(Signature & Date)

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EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

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Visionet | Here for Good



Team Lunch Allowance



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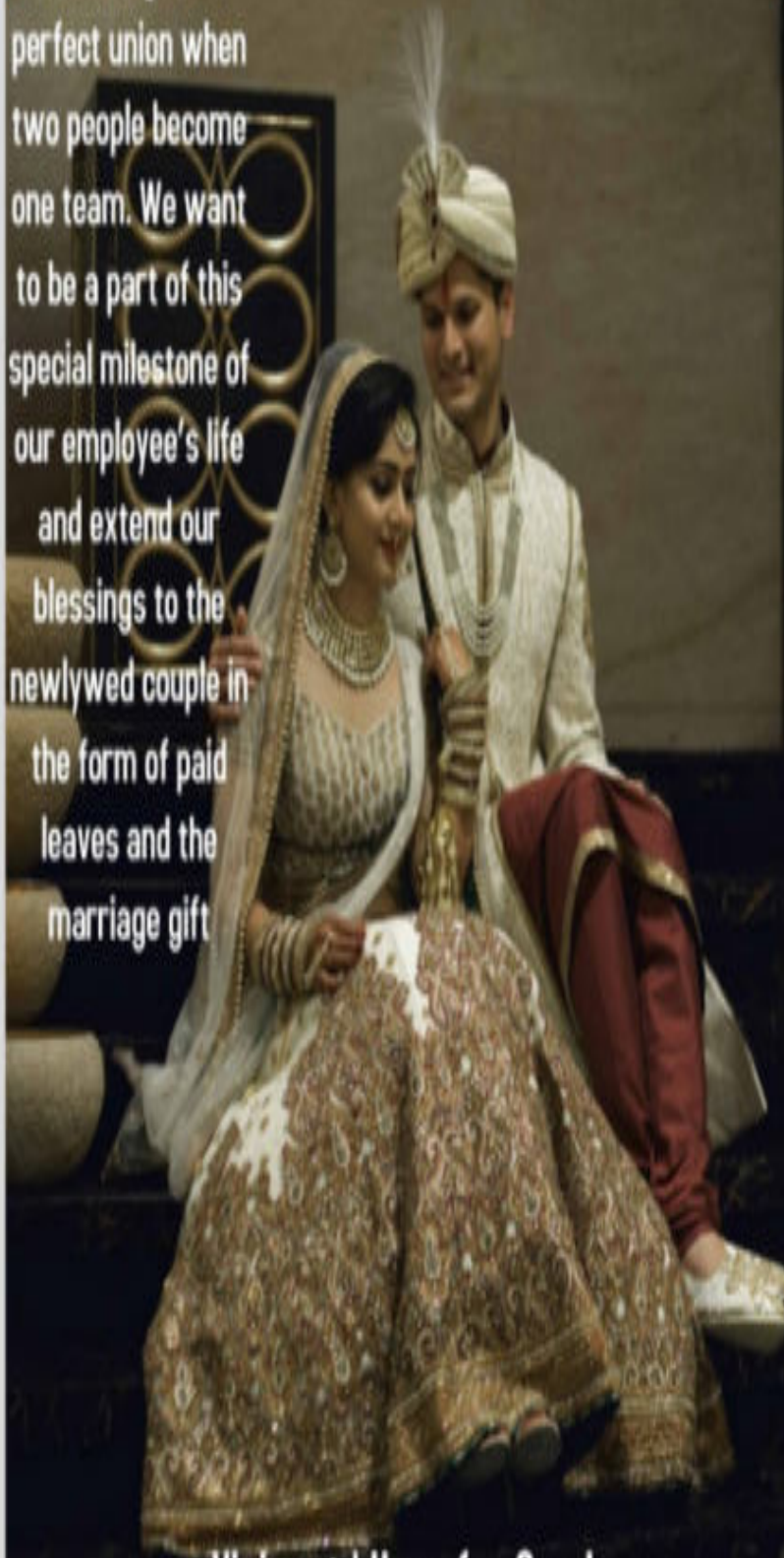
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good



Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





VISIONET

Nov 08, 2022

Potthuru Venkata Umesh,
Bangalore

Offer Letter

Dear Potthuru Venkata Umesh,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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REGISTRAR




VISIONET

- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you, the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

P.V. Umeshchandra
Accepted 9/11/22
Potthuru Venkata Umesh
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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Branch Office - Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

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VISIONET

Name	Potthuru Venkata Umesh	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted 9/11/22
Potthuru Venkata Umesh
(Signature & Date)

Visionet Systems Private Limited

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www.visionetsystems.com





Nov 08, 2022

Sumadhva V N,
Bangalore

Offer Letter

Dear Sumadhva V N,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

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www.visionetsystems.com





- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sumadhva V N
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com





Name	Sumadhva V N	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sumadhva V N
(Signature & Date)

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com



Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

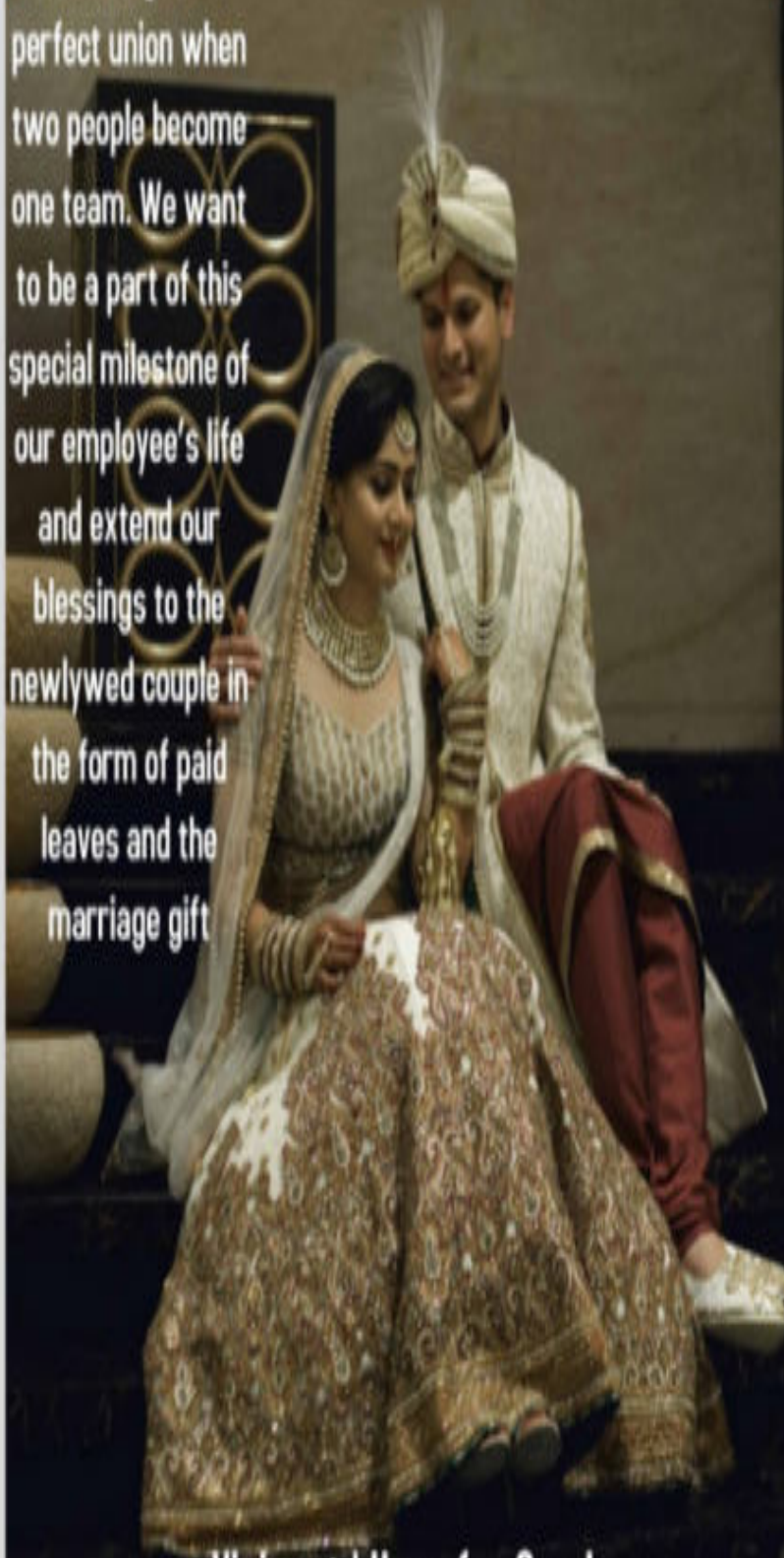
Visionet | Here for Good



M
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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good



Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

Visionet | Here for Good



YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Darren Andrew Dcunha
8217499225
201910100006@presidencyuniversity.in

17 February 2023

Dear Darren,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Darren Andrew Dcunha)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Gaurav Chauhan

17 February 2023

8073885728

201910100532@presidencyuniversity.in

Dear Gaurav,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Implementation Engineer**.

REMUNERATION

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Gaurav Chauhan)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Maliki Reddy Sai Deepak Reddy
9652950358
201910101402@presidencyuniversity.in

17 February 2023

Dear Maliki,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Implementation Engineer**.

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Maliki Reddy Sai Deepak Reddy)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions



Mirapakayala Venu Gopal

17 February 2023

6366631323

201910101849@presidencyuniversity.in

Dear Mirapakayala,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Implementation Engineer**.

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Mirapakayala Venu Gopal)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Shaik Mohammad Ali

17 February 2023

9515516562

201910101261@presidencyuniversity.in

Dear Shaik,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Shaik Mohammad Ali)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Thalari Siva Prasad
9398830461
201910102014@presidencyuniversity.in

17 February 2023

Dear Thalari,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Thalari Siva Prasad)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Tummala Guru Akshit Kumar
7013361591
201910101380@presidencyuniversity.in

17 February 2023

Dear Tummala,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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COMMENCEMENT DATE

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Tummala Guru Akshit Kumar)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Yammanuru Pranay Kumar Reddy
9390335871
201910102046@presidencyuniversity.in

17 February 2023

Dear Yammanuru,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Yammanuru Pranay Kumar Reddy)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Bapatla Naveen

17 February 2023

9014554823

201910101200@presidencyuniversity.in

Dear Bapatla,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Bapatla Naveen)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Abrar UL Haq S Tidgundi

17 February 2023

8105216597

201910100701@presidencyuniversity.in

Dear Abrar,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Abrar UL Haq S Tidgundi)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Adivteya Vijeta

17 February 2023

7033431867

201910101192@presidencyuniversity.in

Dear Adivteya,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

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PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Adivteya Vijeta)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Amar S Bandihal

17 February 2023

9620752339

201910100077@presidencyuniversity.in

Dear Amar,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Amar S Bandihal)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Goutham V
8660381127
201910100633@presidencyuniversity.in

17 February 2023

Dear Goutham,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Goutham V)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Harshit S M
9945870909
201910100869@presidencyuniversity.in

17 February 2023

Dear Harshit,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Harshit S M)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Harshith H G
8073685658
201910100714@presidencyuniversity.in

17 February 2023

Dear Harshith,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Harshith H G)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Ian Manish G
8088453460
201910100764@presidencyuniversity.in

17 February 2023

Dear Ian,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

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We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Implementation Engineer**.

REMUNERATION

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Ian Manish G)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Gokul Sai Preetham Kanchetty
9390676335
201910101526@presidencyuniversity.in

17 February 2023

Dear Gokul,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Gokul Sai Preetham Kanchetty)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Kavuluri Sai Pradeep

17 February 2023

9640971646

201910101318@presidencyuniversity.in

Dear Kavuluri,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

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Signature _____ Date _____

(Kavuluri Sai Pradeep)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Kiran Maski
9035178830
201910100342@presidencyuniversity.in

17 February 2023

Dear Kiran,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

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Signature _____ Date _____

(Kiran Maski)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Konduru Nithya

17 February 2023

8088037296

201910100300@presidencyuniversity.in

Dear Konduru,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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For and on behalf of

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Signature _____ Date _____

(Konduru Nithya)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Maddineni Karthik Kishore

17 February 2023

8688043367

201910101066@presidencyuniversity.in

Dear Maddineni,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Shweta Singh

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For and on behalf of

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Signature _____ Date _____

(Maddineni Karthik Kishore)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Obiddi Sreeya Sreeya Obiddi

17 February 2023

6303414316

201910100912@presidencyuniversity.in

Dear Obiddi,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Shweta Singh

Manager - Human Resources

For and on behalf of

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Signature _____ Date _____

(Obiddi Sreeya Sreeya Obiddi)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Pritha M P

17 February 2023

6362053155

201910100043@presidencyuniversity.in

Dear Pritha,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Pritha M P)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Rachana C

17 February 2023

9742292197

201910100450@presidencyuniversity.in

Dear Rachana,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Signature _____ Date _____

(Rachana C)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Saihari Vignesh S

17 February 2023

6366558123

201910100617@presidencyuniversity.in

Dear Saihari,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

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PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Saihari Vignesh S)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Skandana M Patel

17 February 2023

9108071504

201910100059@presidencyuniversity.in

Dear Skandana,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Yours sincerely,

Shweta Singh

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Manager - Human Resources

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Signature _____ Date _____

(Skandana M Patel)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Somarouthu Gnana Jyothi

17 February 2023

6302297655

201910101074@presidencyuniversity.in

Dear Somarouthu,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Somarouthu Gnana Jyothi)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Tauseef Ahmed

17 February 2023

9880470870

201910100605@presidencyuniversity.in

Dear Tauseef,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

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Signature _____ Date _____

(Tauseef Ahmed)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Sri Lekhya Venkata Lakshmi Badathala
9182619981
201910100893@presidencyuniversity.in

17 February 2023

Dear Sri,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Sri Lekhya Venkata Lakshmi Badathala)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Meghana S
8073907591
201910101403@presidencyuniversity.in

17 February 2023

Dear Meghana,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Meghana S)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Ganashree G
9110205349
201910102254@presidencyuniversity.in

17 February 2023

Dear Ganashree,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Ganashree G)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Manjusha S N
9108129745
201910101792@presidencyuniversity.in

17 February 2023

Dear Manjusha,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Manjusha S N)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Ruman Ali M
9743052747
201910100865@presidencyuniversity.in

17 February 2023

Dear Ruman,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

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Signature _____ Date _____

(Ruman Ali M)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Chinmayi M
8088548707
201910100958@presidencyuniversity.in

17 February 2023

Dear Chinmayi,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Yours sincerely,

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Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

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Signature _____ Date _____

(Chinmayi M)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

M V Deekshith Reddy

17 February 2023

8431008803

201910100667@presidencyuniversity.in

Dear Deekshith,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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For and on behalf of

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Signature _____ Date _____

(M V Deekshith Reddy)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Neha S Madbhavi

17 February 2023

9611805800

201910101835@presidencyuniversity.in

Dear Neha,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Signature _____ Date _____

(Neha S Madbhavi)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Aliya Dawood

17 February 2023

6364766364

201910100484@presidencyuniversity.in

Dear Aliya,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Manager - Human Resources

For and on behalf of

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Signature _____ Date _____

(Aliya Dawood)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Golla Madhu

7780523090

201910101614@presidencyuniversity.in

17 February 2023

Dear Golla,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

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Signature _____ Date _____

(Golla Madhu)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Mrunalini Rajendra Nadiger

17 February 2023

7760212257

201910100534@presidencyuniversity.in

Dear Mrunalini,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Mrunalini Rajendra Nadiger)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Pavithra R

17 February 2023

8217749889

201910100411@presidencyuniversity.in

Dear Pavithra,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Pavithra R)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Surendra Ravikumar Chollang

17 February 2023

6363351377

201910100286@presidencyuniversity.in

Dear Surendra,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Surendra Ravikumar Chollang)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Waseem Ali
7259671288
201910101017@presidencyuniversity.in

17 February 2023

Dear Waseem,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Implementation Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

Your work location will be **Bangalore** office. The Company may reasonably require you to work at any other department/premises of the Company whether existing or which may be set up in the future. In the performance of your duties for the Company, you may reasonably be required to travel, or require you to work throughout and outside India at client/ partner location of the Company.

We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Waseem Ali)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Amit Kumar

7382274066

201910101672@presidencyuniversity.in

17 February 2023

Dear Amit,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Amit Kumar)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Devansh Vashista

17 February 2023

8217709268

201910101877@presidencyuniversity.in

Dear Devansh,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Devansh Vashista)



You Are Awesome!

Offer Letter

Six Dee Telecom Solutions

Vangala Trinatha Reddy

17 February 2023

9347629529

201910100937@presidencyuniversity.in

Dear Vangala,

We welcome you to **Six Dee Telecom Solutions Private Limited**, also known as **6D Technologies**. We are confident that we will build a long and mutually rewarding career together. We believe that it is individuals like you who can along with all of us build a world-class company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident and Active".

We sincerely hope that you will grow with us.

COMMENCEMENT DATE

If you accept this offer of employment, we will keep you posted on your date of joining and Point of Contact.

We would like to extend our offer to you to join **Six Dee Telecom Solutions Private Limited**, as **Software Engineer**.

REMUNERATION

During your initial 6 months of training/probation period, your total cost to company will be **INR 270000 per annum**. Details of the salary structure are given in the annexure attached.

Your probation period will be deemed successful after we receive an overall positive feedback on your performance from your respective manager(s). Thereafter, your total cost to company will be revised to **INR 500000 per annum**. Details of the salary structure are given in the annexure attached.

PLACE OF WORK

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We look forward to you joining us.

Kind regards,
Yours sincerely,

Shweta Singh

Shweta Singh

Manager - Human Resources

For and on behalf of

Six Dee Telecom Solutions Private Limited

OFFER ACCEPTANCE BY EMPLOYEE

I assume that all the information furnished by me during the recruitment process is true and correct.

I, _____, s/o/d/o _____, accept employment with **Six Dee Telecom Solutions Private Limited** under the terms and conditions as set out herein above and undertake to fully comply and abide by the same. I have carefully read and understood these terms with the help of my legal advisor.

Signature _____ Date _____

(Vangala Trinatha Reddy)



15th December 2022

Sub: Offer of employment by Pin Click

Dear **SUNNY SEBASTIAN**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	SUNNY SEBASTIAN	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 7-10 days of training period * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	SUNNY SEBASTIAN	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra
Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Offer

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No :
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Date:- 02-11-2022

Provisional Offer of Employment

Dear **Kesari Venkata Ashok Reddy**

Srinivas Nagar Narsaraopet, Andhra Pradesh, 522601

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). We are delighted to offer you a provisional appointment for the position of **Intern** and upon successful completion of the internship, as **Trainee-Associate** a Full-time on-roll employee position. Following are the high-level details.

- Start of Internship :Mid of January 2023
- Duration Start of Internship :6 months (excluding breaks in training given for examination and other purposes)
- Stipend during Internship :INR 15,000/- per month
- Internship Location :Chennai, India
- Internship Training :Rigorous classroom training in technical, soft skills, process, domain, etc.
- Annual CTC as Trainee-Associate :INR 4,50,000/- [Rupees Four Lakhs Fifty Thousand]
- Qualifying criteria to Trainee Associate :
 - a)Evaluation post completion of Internship
 - b) Completion of graduation without any arrears
 - c)Submission of consolidated mark sheet and/or Degree certificate (Not original, only photocopy)
 - d)Internship period can be extended based on evaluation outcomes & KANINI holds the sole discretion towards full-time employment decisions

KANINI Software Solutions India Private Limited
(An ISO 9001:2015 Certified Company)
Rattha Tek Meadows, No. 51, Tower - A, 1st Floor, OMR, Sholinganallur,
Chennai -600 119 | Phone : +91 44 40098700 | www.KANINI.com

REGISTRAR



Upon successful completion of your Internship, we welcome you aboard as **Trainee-Associate** & a detailed offer letter containing all the terms of employment will be provided then. As a Trainee-Associate, your key entitlements and activities would be:

- On the Job Training
 - a) Undergo technology training, core and advanced technologies, to get you project-ready.
 - b) In-person at our world class facility in Chennai, India. (Minimum period of 18 months, post which you may request relocation to other Kanini Offices)
- Assessment criteria
 - a) Clearing the periodic assessments
- Tenure
 - a) Agreeing to work at KANINI for a minimum of 3 years from the date of joining as a full-time employee.
 - b) Kanini invests significantly in training its new hires to world-class standards and facilities, hence midway exit will attract recovery of training cost.
- Experience / Internship Letter
 - Not applicable for midway exits

Please sign and send back the 3rd page confirming your acceptance of this provisional offer within 3 days from the date of receipt of this offer. Once we receive your acceptance, we will write back to you on the further course of action.

We are confident you will make a significant contribution to the success of Kanini and we look forward to seeing you soon and working with you.
Wish you a wonderful career ahead !

Yours sincerely,
For **KANINI Software Solutions**,



Vijayalakshmi Subramaniam
Vice President - HR

Note- Kanini shall have the right to change/modify the terms in case of a Force Majeure event and shall not be held liable or responsible for any damages thereof.

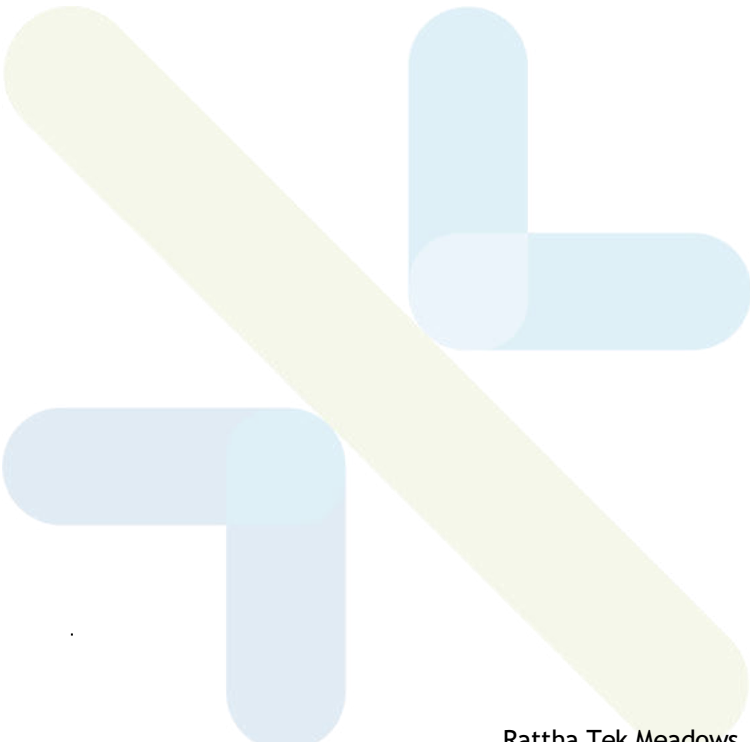
Acknowledgement & Acceptance

I have read and understood the contents of this Provisional offer of Employment from Internship to Full time Employee & understand the commitment and performance standards expected from me.

Signed by: Kesari Venkata Ashok Reddy

Signature:

Date: 10-NOV-2022



KANINI Software Solutions India Private Limited
(An ISO 9001:2015 Certified Company)
Rattha Tek Meadows, No. 51, Tower - A, 1st Floor, OMR, Sholinganallur,
Chennai -600 119 | Phone : +91 44 40098700 | www.KANINI.com



Date:- 02-11-2022

Provisional Offer of Employment

Dear **Sri Govind M G**

1720/G4 F main road D Block Prakashnagar Rajajinagar 2nd stage
Bangalore, Karnataka, 560010

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). We are delighted to offer you a provisional appointment for the position of **Intern** and upon successful completion of the internship, as **Trainee-Associate** a Full-time on-roll employee position. Following are the high-level details.

- Start of Internship :Mid of January 2023
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- Stipend during Internship :INR 15,000/- per month
- Internship Location :Chennai, India
- Internship Training :Rigorous classroom training in technical, soft skills, process, domain, etc.
- Annual CTC as Trainee-Associate :INR 4,50,000/- [Rupees Four Lakhs Fifty Thousand]
- Qualifying criteria to Trainee Associate :
 - a)Evaluation post completion of Internship
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 - c)Submission of consolidated mark sheet and/or Degree certificate (Not original, only photocopy)
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Upon successful completion of your Internship, we welcome you aboard as **Trainee-Associate** & a detailed offer letter containing all the terms of employment will be provided then. As a Trainee-Associate, your key entitlements and activities would be:

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 - a) Undergo technology training, core and advanced technologies, to get you project-ready.
 - b) In-person at our world class facility in Chennai, India. (Minimum period of 18 months, post which you may request relocation to other Kanini Offices)
- Assessment criteria
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- Tenure
 - a) Agreeing to work at KANINI for a minimum of 3 years from the date of joining as a full-time employee.
 - b) Kanini invests significantly in training its new hires to world-class standards and facilities, hence midway exit will attract recovery of training cost.
- Experience / Internship Letter
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Please sign and send back the 3rd page confirming your acceptance of this provisional offer within 3 days from the date of receipt of this offer. Once we receive your acceptance, we will write back to you on the further course of action.

We are confident you will make a significant contribution to the success of Kanini and we look forward to seeing you soon and working with you.
Wish you a wonderful career ahead !

Yours sincerely,
For **KANINI Software Solutions**,



Vijayalakshmi Subramaniam
Vice President - HR

Note- Kanini shall have the right to change/modify the terms in case of a Force Majeure event and shall not be held liable or responsible for any damages thereof.

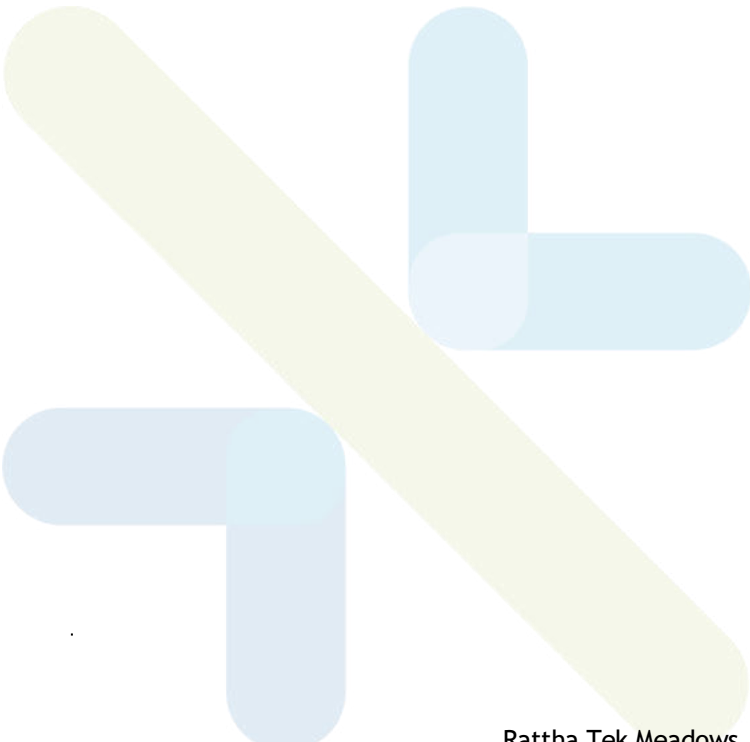
Acknowledgement & Acceptance

I have read and understood the contents of this Provisional offer of Employment from Internship to Full Time Employee & understand the commitment and performance standards expected from me.

Signed by: Sri Govind M G

Signature:

Date: 10-NOV-2022



KANINI Software Solutions India Private Limited
(An ISO 9001:2015 Certified Company)
Rattha Tek Meadows, No. 51, Tower - A, 1st Floor, OMR, Sholinganallur,
Chennai -600 119 | Phone : +91 44 40098700 | www.KANINI.com



Date:- 02-11-2022

Provisional Offer of Employment

Dear **Dhyan Nagesh**

50/2, Water Tank road, Hesaraghatta, Bengaluru-560088
Bangalore -

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). We are delighted to offer you a provisional appointment for the position of **Intern** and upon successful completion of the internship, as **Trainee-Associate** a Full-time on-roll employee position. Following are the high-level details.

- Start of Internship :Mid of January 2023
- Duration Start of Internship :6 months (excluding breaks in training given for examination and other purposes)
- Stipend during Internship :INR 15,000/- per month
- Internship Location :Chennai, India
- Internship Training :Rigorous classroom training in technical, soft skills, process, domain, etc.
- Annual CTC as Trainee-Associate :INR 4,50,000/- [Rupees Four Lakhs Fifty Thousand]
- Qualifying criteria to Trainee Associate : a)Evaluation post completion of Internship
b) Completion of graduation without any arrears
c)Submission of consolidated mark sheet and/or Degree certificate (Not original, only photocopy)
d)Internship period can be extended based on evaluation outcomes & KANINI holds the sole discretion towards full-time employment decisions

Upon successful completion of your Internship, we welcome you aboard as **Trainee-Associate** & a detailed offer letter containing all the terms of employment will be provided then. As a Trainee-Associate, your key entitlements and activities would be:

- On the Job Training
 - a) Undergo technology training, core and advanced technologies, to get you project-ready.
 - b) In-person at our world class facility in Chennai, India. (Minimum period of 18 months, post which you may request relocation to other Kanini Offices)
- Assessment criteria
 - a) Clearing the periodic assessments
- Tenure
 - a) Agreeing to work at KANINI for a minimum of 3 years from the date of joining as a full-time employee.
 - b) Kanini invests significantly in training its new hires to world-class standards and facilities, hence midway exit will attract recovery of training cost.
- Experience / Internship Letter
 - Not applicable for midway exits

Please sign and send back the 3rd page confirming your acceptance of this provisional offer within 3 days from the date of receipt of this offer. Once we receive your acceptance, we will write back to you on the further course of action.

We are confident you will make a significant contribution to the success of Kanini and we look forward to seeing you soon and working with you.
Wish you a wonderful career ahead !

Yours sincerely,
For **KANINI Software Solutions**,



Vijayalakshmi Subramaniam
Vice President - HR

Note- Kanini shall have the right to change/modify the terms in case of a Force Majeure event and shall not be held liable or responsible for any damages thereof.