

A-25, Sector - 59, Noida - 201301 Tel.: 0120-4104995, E-mail: info@smartbrains.in CIN - U80301DL2009PTC196925

TheprovisionalofferofAppointment

4thJune2022.

Mr./Ms.ABBIREDDY SIVA SUBRAHMANYAM,

Congratulations!!!

We are pleased to appoint you to our company as "L1 Support Engineer-Networking". Youshallbe based at Our Client Preferred Location, Noida / Bangalore/Hyd/ Chennai[India].

COMMENCEMENTOFEMPLOYMENT

- Youremploymentwill be effective only, after filling the Joining Form of our Client.Duties and functions of your employment may be modified at the discretion of theCompanyfromtimetotime.
- This offer of appointment is valid only till the date of joining you have accepted andcommitted as above and it will automatically cease in the event of your notjoining us by the said date.
- You will perform and discharge all duties and functions assigned by the company in afaithful, competent, and professional manner.

CODEOFCONDUCT 11.

You need to maintain proper discipline and dignity and deal with all matters with sobriety. Youagreetoobserveworktimingsandholidaysasapplicable.

12. **DUTIES**

- You are entrusted with duties that may be modified at the discretion of the company fromtime to time. You shall comply with all operating policies, procedures and practices of thecompany.
- You shall to the best of ability and experience devote your whole working time, attention and energies to the business of the company as may be necessary and shall use be strong and the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary and shall use be strong as the company as may be necessary as the company a

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Registered Address: 8/119, Gurhai Mohalla, Shahdara, North East, Delhi-110032 Website: www.smartbrains.in 28gers PRINCIPALTIC D.N.R. COLLEGE



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ende a vorstopromote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and effort.

 During the term of Agreement, you shall not directly or indirectly engage in any otherbusiness occupation or employment, whether or not such activity is pursued for profit,gainorotherpecuniaryadvantageand shall not render any other commercial orprofessionalservicesorparticipateinanyothercommercialactivity.

13. REMUNERATION

 Your starting gross remuneration package on the cost to company basis (inclusive of allthe Company's contributions) shall be INR. 2.2 Lakh (Two lakh Twenty thousand) per YearCosttoCompany.TDS(ifany)willbedeductedaspergovernmentrule.SalaryRevisioncan be done after Six Month up to 2.7 Lakh Per annum Cost to Company under SpecificConditions.

14. MinimumServiceTenure

AfterSigningthisDocumentIfCandidaterefusestoJointheclientCompanyorquitstheclientcompanyafteronboardingbeforesixmonthswillbeFinedwiththeamountofINR10,0000/-

 In the event Employment Cessation occurs at any time but before completion of 06months from the day of deployment of our Client Organization, the Employee herebyagreesandundertakestoimmediatelyreimbursetothecompanytheentireTrainingcost &Expenses.

NOTICEPERIOD/FullandFinalSettlement

- It is mandatory to provide Three-month notice, failing to do so will not entitle you toANYsalary.
- FullandFinalsettlementisdonein45daysfromthedateofthelastworkingday.

TERMINATION

This agreement may be terminated during its term upon the occurrence of any of the following events:

 Anyactofdishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions, and stipulations contained herein.

Divulgeordisclose, eitherdirectly or indirectly, any of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information or otherwise.

17. CONFIDENTIALITY

In considerationoftheemploymentwith the Company and the remuneration that you shall receive during the employment, you agree to the following:

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- You will not, either directly or indirectly, both during and after the Term of Agreement, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any person, or permit any person to examine or makecopies, of any documents, writings, drawings, materials or records that contain or arederived from any confidential information.
- You will comply, and do all the things necessary to permit the Company to comply, with allthe applicable laws and with the provisions of the contracts executed by the Companyrelatingtointellectualproperty&safeguardingofinformation,includingthe the signing of any Confidentialityagreements if any, required in connection with theperformanceofdutiesandfunction.
- Allprograms, systemlogins, manuals, literature, etc. developed by youwhile incompany servic
 e will at all times be deemed to be the sole property of the company. Also, the company
 will at all times have the sole proprietary right in any new system which you
 may develop while in the company's service.

18. ChecklistbeforeJoining

Werequest youto produceus witha truecopy ofthe below forour records.

√Ageproof.

 $\checkmark Offer letter, relieving, and experience letter from the previous employers.$

✓Educationalcertificates.

√3passportsizephotographsandapassportcopy.

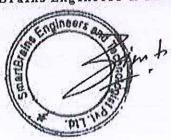
√Salarycertificatefromthepreviousemployer.

✓PANCard

We take pleasure in welcoming you and look forward to a mutually meaning ful and long association.

Into ken of your acceptance of this offer, kindly sign and return the duplicate copy. Since rely, the design of the control of the control

For SmartBrains Engineers & Technologist Pvt. Ltd.



Binit Kumar Manager

Iagree to accept the offer on the above-mentioned terms and conditions.

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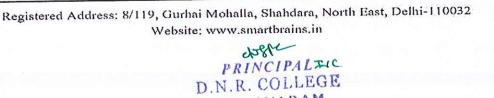
4thJune2022

Acceptance

	Mandala	Yearly
Particulars	Monthly	
BasicSalary	10000	120000
HouseRentAllowance	5000	60000
MedicalReimbursement	0	0
TransportAllowance	0	0
OtherAllowance	1659	19908
TotalGrossEarnings	16659	199908
Contributions		0
EmployeePFContribution	1200	14400
EmployerPFContribution	1300	15600
ProfessionalTax	200	2401
EmployeeESI	125	1500
EmployerESI	541	6492
TotalContributions	3366	40396
CostToCompany	18500	222000

^{*} Any tax liabilities arising out of the remuneration will be deducted as per the Income Taxrules

Professional tax Deduction is not Applicable in Uttar Pradesh



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