

**5.2.1 Average percentage of placement of outgoing students during the last five years  
(10)****Summary of the Placement Report**

<b>S.No.</b>	<b>Academic Year</b>	<b>No. of Students Placed</b>
<b>1</b>	<b>2019-20</b>	<b>114</b>
<b>2</b>	<b>2018-19</b>	<b>84</b>
<b>3</b>	<b>2017-18</b>	<b>09</b>
<b>4</b>	<b>2016-17</b>	<b>133</b>
<b>5</b>	<b>2015-16</b>	<b>93</b>



**PRINCIPAL**  
**PRINCIPAL**  
Kommuri Pratap Reddy Institute of Technology  
Ghanpur (V), Ghatkesar (M),  
Medchal-Malkajgiri Dist-501301 T.S

**5.2.1 Average percentage of placement of outgoing students during the last five years  
(10)**

**Placement Report for the Year 2016-17**

S.No	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	2017-18	Ch. Nithin Kumar	ECE	Edwisor, Mr. Amchal Bansal, 8851676139	4.0 LPA
2	2017-18	P. Chandu	ECE	Edwisor, Mr. Amchal Bansal, 8851676139	4.0 LPA
3	2017-18	M. Shakaraiah	MECH	Edwisor, Mr. Amchal Bansal, 8851676139	4.0LPA
4	2017-18	K. Sai Pavan Reddy	ECE	Edwisor, Mr. Amchal Bansal, 8851676139	4.0 LPA
5	2017-18	T. Venkatesh	ECE	Error Technologies Pvt.Ltd, Mr. Rakesh, 9618275587	2.4 LPA
6	2017-18	E. Vijay Kumar	ECE	Error Technologies Pvt.Ltd, Mr. Rakesh, 9618275587	2.4 LPA
7	2017-18	N. Lingaswamy	ECE	Error Technologies Pvt.Ltd, Mr. Rakesh, 9618275587	2.4 LPA
8	2017-18	Mohammad Mehaboob Pasha	MECH	Error Technologies Pvt.Ltd, Mr. Rakesh, 9618275587	2.4 LPA
9	2017-18	M. Sai Chanakya Reddy	CIVIL	Vaassar Labs, Mrs.Deepika, 8919465777	1.0 LPA

  
PRINCIPAL  
PRINCIPAL

Kommuri Pratap Reddy Inst. of Tech.  
Ghanpur(V), Ghatkesar(M), R.R.Dist.  
Hyderabad-500022

# edWisor

Date: December 23, 2017

CH. Nithin Kumar

RE: LETTER OF APPOINTMENT

Dear Mr. CH. Nithin Kumar ,

On behalf of **Saraswati Digital Pvt. Ltd.**, it is my pleasure to confirm our offer of employment to you as an “**Business Development Executive**”. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Your effective **Date of Joining** will be **January 08, 2018**.

Your Initial Posting will be at **Gurgaon, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

This offer of employment is contingent upon the successful completion of your background screening as per the norms of the organization.

## 1. Compensation

Your total compensation would be INR 4,00,000/- (Four Lakh) per annum on a cost-to-company basis including a variable pay of INR 1,00,000/- per annum (payable monthly, based on achievement of revenue).

During probation period of 6 months you will be provided by a stipend of 15,000/- per month.

Early confirmation post 3 months can be given based on your performance for which an official letter will be provided.

Please refer to *Annexure 1* for the breakup.

## 2. Reporting Manager

For all purposes, your reporting manager will be “**Ramandeep Arora - CEO & Founder**”.

## 3. Notice Period

You will be under 6 months' probation starting from the Date of Appointment.

Subject to the provisions contained in this offer, your services are terminable by either party giving the other **30 days notice** or monthly gross salary in lieu thereof post the completion of probation period. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible for leave during the notice period.

## 4. Health Clause

You are required to submit a medical certificate on the day of joining which states that you are healthy (physically and mentally) and you can devote your whole time and attention to the Company's business entrusted to you.

**Saraswati Digital Pvt. Ltd.**

Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001

CIN - U72900HR2015PTC055942



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## 5. Confidentiality

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

You agree not to disclose or disseminate proprietary or confidential Company and client information and/ Company Trade Secrets etc. that You would access under your course of employment or otherwise knowledge of which You gain with your own senses or any information about which You have residual knowledge;

You agree not to join the competition for 1 year post termination of your services voluntary or involuntary. You will not solicit clients of the Company for a period of two years after your employment terminates either voluntary or involuntary. You will not solicit employees of the Company for a period of one year after your employment terminates; and that You assign to the Company all sorts of rights, title and interests to any work product, invention made/ Created/ modified by you during your employment with the Company in the interest of the Company.

The terms set out in this letter, together with the non-disclosure agreement and Saraswati Digital Pvt. Ltd. will form your Contract of Employment with the Company.

## 6. Unauthorised Disclosure of Information

If it appears that You have disclosed (or has threatened to disclose) Information in violation of this Agreement, or there is a suspicion as to the same, Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any others) with the intention to harm business of the company, then company shall be entitled to avail all legal and other lawful resources available to it, including but not limited to, injunctive and/or other remedial measures at its sole discretion to restrain You from disclosing, in whole or in part, such information, or from providing any service to any party to whom such information has been disclosed or may be disclosed. Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any other brands) shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

## 7. Indemnity

Employee shall indemnify and keep indemnified the Company, its directors, officers, agents, advisors and/or employees against all costs, losses, fines, penalties, damages and/or other legal, financial or other liabilities of any kind whatsoever which may arise due to any deeds, acts or omissions of the Employee which are in breach of this agreement or otherwise unlawful, illegal or otherwise in contravention to applicable rules and laws.

### **Saraswati Digital Pvt. Ltd.**

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## 8. Office Hours

The scheduled hours of work for this position are: 10:00 a.m. to 7:00 p.m., Monday to Saturday and such other hours or days as may be reasonably required to complete your business duties.

## 9. Termination

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance, non-performance, under performance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

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

You shall inform the company of any change in your personal data within 3 working days.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party.

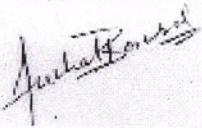
In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For, Saraswati Digital Pvt.Ltd.



\_\_\_\_\_  
Anchal Bansal  
Human Resource

Employee's Signature



\_\_\_\_\_  
CH. Nithin Kumar

**Saraswati Digital Pvt. Ltd.**

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## Annexure I

SALARY COMPONENTS	AMOUNT P.A. (IN INR)	AMOUNT P.M. (IN INR)
Basic	₹1,20,000	₹10,000
HRA	₹60,000	₹5,000
Conveyance	₹19,200	₹1,600
Medical Allowance	₹15,000	₹1,250
Mobile Reimbursement	₹3,000	₹250
Special Allowance	₹82,800	₹6,900
<b>Gross Fixed Earnings</b>	<b>₹3,00,000</b>	<b>₹25,000</b>
<b>Gross variable Earning</b>	<b>₹1,00,000</b>	Based on monthly NRR
<b>CTC</b>	<b>₹400,000</b>	

- NRR - Net Revenue Realisation.

The company reserves the right to alter / modify / restructure your compensation without adversely affecting the annual gross salary stated above.

- 1) All entitlements given below are applicable after you have joined Saraswati Digital Pvt. Ltd. The entitlements are subject to any company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements, are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.
- 2) These entitlements shall cease upon the termination of your employment with Saraswati Digital Pvt. Ltd. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with the HR team for details.
- 3) The Company, at any time, reserves the right to review and restructure its Compensation Package. The above compensation structure is governed by the provisions of the Indian Income Tax Act and Rules as applicable for each relevant financial year.

All other terms and conditions of your employment shall be governed by company rules and policies.

### OFFER ACCEPTANCE

I, **CH. Nithin Kumar**, have read and understood this offer and have signed this document as a confirmation of my acceptance it in its entirety.

CH. Nithin Kumar

**Saraswati Digital Pvt. Ltd.**  
Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001  
CIN - U72900HR2015PTC055942



**ERT TECHNOLOGIES PRIVATE LIMITED**

67, K P H B Phase 4, Kukatpally, Hyderabad, Telangana 500072

CIN:

Tel: 9618275587 | Email: [info@errortechnologies.com](mailto:info@errortechnologies.com) | Website: [www.errortechnologies.com](http://www.errortechnologies.com)

Ref: ERTTECH/HR/Appt.Ltrs./ 2017-18

Dated: 13-SEP-2017

**Mr. Mohammad Mehaboob Pasha**  
**+91 7013725251**  
**Mehaboobpasha19@gmail.com**

**APPOINTMENT LETTER**

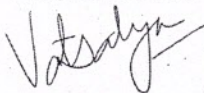
Dear Mr. Mohammad Mehaboob Pasha,

With reference to your application and subsequent interview with us, we are pleased to welcome you as **Business Development Executive**. We are confident that you would play a significant role in the overall success of Error Technologies and wish you the most enjoyable, learning packed and truly *meaningful* experience with Error Technologies.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the scanned copy to us.

Congratulations!



Rakesh Kumar  
Human Resource



## Annexure A

You shall be governed by the following terms and conditions of service during your service period, and those may be amended from time to time.

You are being hired as **Business Development Executive**. Your job role includes, but not limited to, Develop market strategies by researching lists of high potential prospects, Identify prospective Sales Leads, Pitch goods or Services to the new client, Maintaining good working relationship with existing and new contacts, Maintaining Corporate Client relationship, Ability to handle conversations with clients and senior management professionals, Ability to determine priorities and organize work load accordingly.

Your emoluments will be as per enclosed Annexure B.

You are required to commence your work on **18-SEP-2017**. You will be on probation for a period of 2 months from the date of joining. Within this period your services are liable for termination without assigning any reasons or giving notice.

Your probation period may be extended at the discretion of the management. On satisfactory completion of your period of probation and/or any extended period thereafter, you may be confirmed in writing by the management. If you are not confirmed in writing, you will be deemed to be continued on probation.

There will be meetings scheduled with the team to discuss work progress and overall internship experience at regular intervals. Meetings can happen over phone/Skype as well and time will be intimated in advance. You shall make yourself available for these meetings.

Your initial place of reporting will be at **Hyderabad**. During the period of probation or on confirmation you will be liable and shall accept transfer to any of the establishments sister concern/branch/from one department to another or any of the establishments units wherever be the interest of the company

Error Tech is a startup and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.

During the period of employment, you shall not carry on any business, profession or calling of your own that will result in a conflict of interest with the business of Error Tech. If you are found to be engaged in an activity that conflicts with the interests of the business, you will be subject to disciplinary action, up to and including discharge as well as a legal action. To avoid this, you could disclose any business activity that you do during the period and obtain approval from the business.

You will be expected to serve the Company to the best of your ability, integrity and diligence. You will appreciate that any technical business or other trade information, which may come to your possession during your association with us, should not be disclosed, divulged or made public while you are in service or thereafter. If there is any breach of confidentiality either during the period of your probation or at any time after the probation, your services will be terminated without notice or wage in lieu of notice. This is without any prejudice to proceed against you legally.

You shall be responsible for any damages to the Company's property and equipment while on duty.

Any change of your residential address must be communicated to us in writing.

Termination of employment post completion of your probation period:



Your services may be terminated by the company upon giving 30 days notice or pay the net salary of 30 days in lieu of notice period.

The company shall have a right to terminate the services any time during the employment without paying any compensation or notice for an act of misconduct or if your overall performance is not satisfactory.

In the event you want to terminate the services with the company, you are required to serve the company with 30 days notice period or salary in lieu thereof.

If for a period of four consecutive days, you absent yourself without permission or overstay leave, you shall be deemed to have voluntarily retired from the services.

You will be governed by the rules and regulations of the company as in vogue now or as may be amended or introduced from time to time.

You will be required to sign certain agreements like Non-disclosure Agreement, Employment Contract, Confidential Information and Intellectual Property Protection Agreement etc., which shall be deemed to be part of the terms of your appointment.

If the above terms and conditions are acceptable, please sign and return the duplicate copy of the order as a token of your acceptance and join the duty on the said date.

Along with the signed copy of this offer letter, please send the following documents for our records:

Your PAN Card

Your address proof

Your bank account details with IFSC code

I have negotiated, agreed, read and understood all the terms and conditions of this job letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter

Signature:



Date:

Name:

Place: Hyderabad

## ANNEXURE B

1. During the probation period (45-60 days) salary credited is purely based on your performance.
2. After probation period, the **Basic Salary 2.4-3.6 PA** decided on the basis of your performance in the 2 months (Probation period).

### **Incentives:**

S.No.	Clients (Projects)	Incentive (Per Project)
1.	1-10	0%
2.	11-15	5%
3.	16-20	10%
4.	20 and Above	15%

CTC: Basic Salary and Incentives.



**ERT TECHNOLOGIES PRIVATE LIMITED**

67, K P H B Phase 4, Kukatpally, Hyderabad, Telangana 500072

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Ref: ERTTECH/HR/Appt.Ltrs./ 2017-18

Dated: 13-SEP-2017

**Mr. N. Linga Swamy**  
+91 9676362931  
[Lingaswamy1992@gmail.com](mailto:Lingaswamy1992@gmail.com)

**APPOINTMENT LETTER**

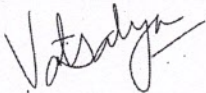
**Dear Mr. N. Linga Swamy,**

With reference to your application and subsequent interview with us, we are pleased to welcome you as **Business Development Executive**. We are confident that you would play a significant role in the overall success of Error Technologies and wish you the most enjoyable, learning packed and truly *meaningful* experience with Error Technologies.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the scanned copy to us.

Congratulations!



Rakesh Kumar  
Human Resource



## Annexure A

You shall be governed by the following terms and conditions of service during your service period, and those may be amended from time to time.

You are being hired as **Business Development Executive**. Your job role includes, but not limited to, Develop market strategies by researching lists of high potential prospects, Identify prospective Sales Leads, Pitch goods or Services to the new client, Maintaining good working relationship with existing and new contacts, Maintaining Corporate Client relationship, Ability to handle conversations with clients and senior management professionals, Ability to determine priorities and organize work load accordingly.

Your emoluments will be as per enclosed Annexure B.

You are required to commence your work on 18-SEP-2017. You will be on probation for a period of 2 months from the date of joining. Within this period your services are liable for termination without assigning any reasons or giving notice.

Your probation period may be extended at the discretion of the management. On satisfactory completion of your period of probation and/or any extended period thereafter, you may be confirmed in writing by the management. If you are not confirmed in writing, you will be deemed to be continued on probation.

There will be meetings scheduled with the team to discuss work progress and overall internship experience at regular intervals. Meetings can happen over phone/Skype as well and time will be intimated in advance. You shall make yourself available for these meetings.

Your initial place of reporting will be at **Hyderabad**. During the period of probation or on confirmation you will be liable and shall accept transfer to any of the establishments sister concern/branch/from one department to another or any of the establishments units wherever be the interest of the company

Error Tech is a startup and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.

During the period of employment, you shall not carry on any business, profession or calling of your own that will result in a conflict of interest with the business of Error Tech. If you are found to be engaged in an activity that conflicts with the interests of the business, you will be subject to disciplinary action, up to and including discharge as well as a legal action. To avoid this, you could disclose any business activity that you do during the period and obtain approval from the business.

You will be expected to serve the Company to the best of your ability, integrity and diligence. You will appreciate that any technical business or other trade information, which may come to your possession during your association with us, should not be disclosed, divulged or made public while you are in service or thereafter. If there is any breach of confidentiality either during the period of your probation or at any time after the probation, your services will be terminated without notice or wage in lieu of notice. This is without any prejudice to proceed against you legally.

You shall be responsible for any damages to the Company's property and equipment while on duty.

Any change of your residential address must be communicated to us in writing.

Termination of employment post completion of your probation period:



Your services may be terminated by the company upon giving 30 days notice or pay the net salary of 30 days in lieu of notice period.

The company shall have a right to terminate the services any time during the employment without paying any compensation or notice for an act of misconduct or if your overall performance is not satisfactory.

In the event you want to terminate the services with the company, you are required to serve the company with 30 days notice period or salary in lieu thereof.

If for a period of four consecutive days, you absent yourself without permission or overstay leave, you shall be deemed to have voluntarily retired from the services.

You will be governed by the rules and regulations of the company as in vogue now or as may be amended or introduced from time to time.

You will be required to sign certain agreements like Non-disclosure Agreement, Employment Contract, Confidential Information and Intellectual Property Protection Agreement etc., which shall be deemed to be part of the terms of your appointment.

If the above terms and conditions are acceptable, please sign and return the duplicate copy of the order as a token of your acceptance and join the duty on the said date.

Along with the signed copy of this offer letter, please send the following documents for our records:

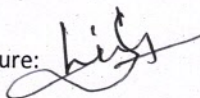
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Ref: ERTTECH/HR/Appt.Ltrs./ 2017-18

Dated: 13-SEP-2017

**Mr. T. Venkatesh**  
**+91 9912639386**  
**thanukuvenkatesh12@gmail.com**

**APPOINTMENT LETTER**

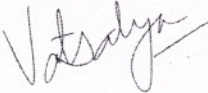
**Dear Mr. T. Venkatesh,**

With reference to your application and subsequent interview with us, we are pleased to welcome you as **Business Development Executive**. We are confident that you would play a significant role in the overall success of Error Technologies and wish you the most enjoyable, learning packed and truly *meaningful* experience with Error Technologies.

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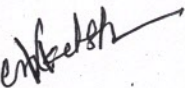
Along with the signed copy of this offer letter, please send the following documents for our records:

Your PAN Card

Your address proof

Your bank account details with IFSC code

I have negotiated, agreed, read and understood all the terms and conditions of this job letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter

Signature: 

Date:

Name:

Place: Hyderabad

## ANNEXURE B

1. During the probation period (45-60 days) salary credited is purely based on your performance.
2. After probation period, the **Basic Salary 2.4-3.6 PA** decided on the basis of your performance in the 2 months (Probation period).

### Incentives:

S.No.	Clients (Projects)	Incentive (Per Project)
1.	1-10	0%
2.	11-15	5%
3.	16-20	10%
4.	20 and Above	15%

CTC: Basic Salary and Incentives.



**ERT TECHNOLOGIES PRIVATE LIMITED**

67, K P H B Phase 4, Kukatpally, Hyderabad, Telangana 500072

CIN:

Tel: 9618275587 | Email: [info@errortechnologies.com](mailto:info@errortechnologies.com) | Website: [www.errortechnologies.com](http://www.errortechnologies.com)

Ref: ERTTECH/HR/Appt.Ltrs./ 2017-18

Dated: 13-SEP-2017

**Mr. E. Vijay Kumar**  
**+91 9603098127**  
**[vijaykumarenugula@gmail.com](mailto:vijaykumarenugula@gmail.com)**

**APPOINTMENT LETTER**

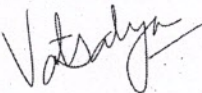
Dear Mr. E. Vijay Kumar,

With reference to your application and subsequent interview with us, we are pleased to welcome you as **Business Development Executive**. We are confident that you would play a significant role in the overall success of Error Technologies and wish you the most enjoyable, learning packed and truly *meaningful* experience with Error Technologies.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the scanned copy to us.

Congratulations!



Rakesh Kumar  
Human Resource



## Annexure A

You shall be governed by the following terms and conditions of service during your service period, and those may be amended from time to time.

You are being hired as **Business Development Executive**. Your job role includes, but not limited to, Develop market strategies by researching lists of high potential prospects, Identify prospective Sales Leads, Pitch goods or Services to the new client, Maintaining good working relationship with existing and new contacts, Maintaining Corporate Client relationship, Ability to handle conversations with clients and senior management professionals, Ability to determine priorities and organize work load accordingly.

Your emoluments will be as per enclosed Annexure B.

You are required to commence your work on 18-SEP-2017. You will be on probation for a period of 2 months from the date of joining. Within this period your services are liable for termination without assigning any reasons or giving notice.

Your probation period may be extended at the discretion of the management. On satisfactory completion of your period of probation and/or any extended period thereafter, you may be confirmed in writing by the management. If you are not confirmed in writing, you will be deemed to be continued on probation.

There will be meetings scheduled with the team to discuss work progress and overall internship experience at regular intervals. Meetings can happen over phone/Skype as well and time will be intimated in advance. You shall make yourself available for these meetings.

Your initial place of reporting will be at **Hyderabad**. During the period of probation or on confirmation you will be liable and shall accept transfer to any of the establishments sister concern/branch/from one department to another or any of the establishments units wherever be the interest of the company

Error Tech is a startup and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.

During the period of employment, you shall not carry on any business, profession or calling of your own that will result in a conflict of interest with the business of Error Tech. If you are found to be engaged in an activity that conflicts with the interests of the business, you will be subject to disciplinary action, up to and including discharge as well as a legal action. To avoid this, you could disclose any business activity that you do during the period and obtain approval from the business.

You will be expected to serve the Company to the best of your ability, integrity and diligence. You will appreciate that any technical business or other trade information, which may come to your possession during your association with us, should not be disclosed, divulged or made public while you are in service or thereafter. If there is any breach of confidentiality either during the period of your probation or at any time after the probation, your services will be terminated without notice or wage in lieu of notice. This is without any prejudice to proceed against you legally.

You shall be responsible for any damages to the Company's property and equipment while on duty.

Any change of your residential address must be communicated to us in writing.

Termination of employment post completion of your probation period:



Your services may be terminated by the company upon giving 30 days notice or pay the net salary of 30 days in lieu of notice period.

The company shall have a right to terminate the services any time during the employment without paying any compensation or notice for an act of misconduct or if your overall performance is not satisfactory.

In the event you want to terminate the services with the company, you are required to serve the company with 30 days notice period or salary in lieu thereof.

If for a period of four consecutive days, you absent yourself without permission or overstay leave, you shall be deemed to have voluntarily retired from the services.

You will be governed by the rules and regulations of the company as in vogue now or as may be amended or introduced from time to time.

You will be required to sign certain agreements like Non-disclosure Agreement, Employment Contract, Confidential Information and Intellectual Property Protection Agreement etc., which shall be deemed to be part of the terms of your appointment.

If the above terms and conditions are acceptable, please sign and return the duplicate copy of the order as a token of your acceptance and join the duty on the said date.

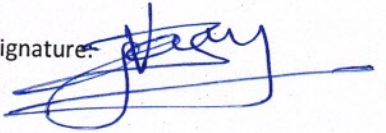
Along with the signed copy of this offer letter, please send the following documents for our records:

Your PAN Card

Your address proof

Your bank account details with IFSC code

I have negotiated, agreed, read and understood all the terms and conditions of this job letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter

Signature: 

Date:

Name:

Place: Hyderabad

## ANNEXURE B

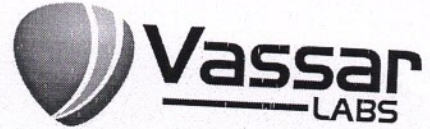
1. During the probation period (45-60 days) salary credited is purely based on your performance.
2. After probation period, the **Basic Salary 2.4-3.6 PA** decided on the basis of your performance in the 2 months (Probation period).

### Incentives:

S.No.	Clients (Projects)	Incentive (Per Project)
1.	1-10	0%
2.	11-15	5%
3.	16-20	10%
4.	20 and Above	15%

CTC: Basic Salary and Incentives.





M SAI CHANAKYA REDDY,  
KPRIT.

26<sup>th</sup> August, 2017

Dear M Sai Chanakya Reddy,

Sub: **Letter of Appointment And Internship**

We are pleased to offer you appointment as "**GIS Engineer Intern**" with our Company on the terms and conditions incorporated in the Service Agreement, which is herewith enclosed. Please sign the Service Agreement as well as the clause of acceptance here under as your acceptance of our offer.

The contract of Internship will commence from the date of joining and will be in operation till 3months.

During the Period of Internship you will be paid a stipend of 8,000 rupees per month. And you will not be eligible for vacation time during the internship period.

Your remuneration structure is personal to you and should not be disclosed or discussed with others. Your expected start date will be **6<sup>th</sup> Nov 2017**.

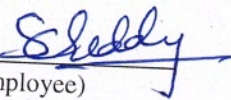
Please note that during the course of your Internship at Vassar Labs, you might be required to work at any place in the world depending on project needs.

We wish you a rewarding and exciting career with **Vassar Labs**.

Yours Sincerely,  
For **Vassar Labs Pvt Ltd**

**Authorized Signatory**

I hereby accept the above offer of appointment as per the terms and conditions of the enclosed Service Agreement and I am hereunder signing as token of my acceptance of the Service Agreement.

  
(Employee)  
Date:



## SERVICE AGREEMENT

This Service Agreement is made and executed on this **26th August, 2017** by and between **Vassar Labs IT Solutions Pvt Ltd.**

(Here in after referred to as the "Employer" which term shall mean and include all its legal representatives, attorneys, administrators, successors in interest and assignees etc.)

And

**M Sai Chanakya Reddy**  
(Here in after referred to "Employee")

Where as the Employer and Employee agreed to set forth in writing the following terms and conditions of the employment of the Employee.

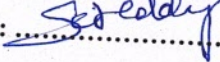
**Now this Agreement of Service Witnessed as under: -**

1. The Employer agrees to employ the Employee and the Employee accepts such employment on the terms and conditions set forth in this agreement. This agreement shall come into operation from the date on which both parties sign it.
2. Income tax and other statutory deductions from the above remuneration will be as per the Rules and Regulations of Income Tax Act and other laws and as applicable to the Employee's remuneration.
3. During the currency of this contract the employee shall not take up any other assignment, with or without remuneration, under any other employer and shall work exclusively and full time for the employer.
4. The office working hours shall be from 10.00AM to 7.00PM with a half an hour lunch break and the working days are from Monday to Friday. However due to nature of the business, working hours are flexible and the Employee might be required to work necessary hours in order to complete his/her assigned work.
5. The Employee agrees and represents to the Employer that he/she is not subject to any existing contract, which would affect or impede the Employee's liability to perform in accordance with the terms of this agreement.
6. The Employer has acquired and developed and will continue to acquire and develop intellectual property which include systems and procedures, Source Code, business and financial data, credit information in relation to the customers containing their names, addresses, business habits, sales reports, price lists and other information. (all of the foregoing being referred to as the "Proprietary Information")



7. The Proprietary Information is confidential, important and unique to the Employer's business. The Employer and the Employee acknowledge that the said Proprietary Information represents trade secrets of the Employer. If the employee divulges any such proprietary information to any third person, the employer hereby reserves his right to terminate this agreement.
8. The Employee, for a period of four (4) years from the date of disassociation with the Employer, shall not at any time, directly or indirectly, carry on in any territory any business which competes directly or indirectly with the business of the Employer nor be concerned or interested in any such business in any capacity whatsoever, including, inter alia, as a shareholder, partner, officer, employee or consultant.
9. The Employee shall use his Endeavour to promote and develop the business of the Employer and shall not, directly or indirectly, for a period of five (5) years from the date of their disassociation from the Employer
  - 9.1. Solicit or attempt in any manner to solicit, any business from (i) any existing customer/ client of the Employer, or (ii) any person whom the Employer has contacted or otherwise dealt with, as long as the Employer is engaged in such business;
  - 9.2. Induce or attempt to persuade any person, who is an existing or potential customer/client of the Employer, to cease doing business or to reduce the amount of business which such person has customarily done or might propose doing with the Employer.
  - 9.3. Employ, solicit, incite, canvass, or assist any person to employ, any person who is in the employment of the Employer (including any person who was an employee at any time during the preceding one year)
10. The Employee agrees to keep all Proprietary Information confidential. The Employee agrees to refrain from communicating or divulging any of the Propriety Information to any person, firm or company during the course of employment and for a period of 3 years following the termination of this agreement for any reason whatsoever.
11. The Employer has acquired, and, during the term of employment the Employee will acquire much similar information about the business of the employer's customers in the same manner and under the same restrictions as said above.
12. On termination of this contract, Employee will immediately surrender to the Employer before release from the employment, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc., belonging to the Employer or relating to Employer's business. And, shall not make or retain any copies of these items. The above terms and conditions are subject to policy of Employer.
13. If any dispute arises between the Employer and Employee under this agreement the courts at Hyderabad/Secunderabad will have jurisdiction.

Employee Name: M Sai Chanakya Reddy,

Signature:  ..... Date: .....



# edWisor

**Date: December 23, 2017**

**K. Sai Pavan Reddy**

**RE: LETTER OF APPOINTMENT**

Dear Mr. K. Sai Pavan Reddy ,

On behalf of **Saraswati Digital Pvt. Ltd.**, it is my pleasure to confirm our offer of employment to you as an "**Business Development Executive**". We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Your effective **Date of Joining** will be **January 08, 2018**.

Your Initial Posting will be at **Gurgaon, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

This offer of employment is contingent upon the successful completion of your background screening as per the norms of the organization.

## **1. Compensation**

Your total compensation would be INR 4,00,000/- (Four Lakh) per annum on a cost-to-company basis including a variable pay of INR 1,00,000/- per annum (payable monthly, based on achievement of revenue).  
During probation period of 6 months you will be provided by a stipend of 15,000/- per month.  
Early confirmation post 3 months can be given based on your performance for which an official letter will be provided.

Please refer to *Annexure 1* for the breakup.

## **2. Reporting Manager**

For all purposes, your reporting manager will be "**Ramandeep Arora - CEO & Founder**".

## **3. Notice Period**

You will be under 6 months' probation starting from the Date of Appointment.  
Subject to the provisions contained in this offer, your services are terminable by either party giving the other **30 days notice** or monthly gross salary in lieu thereof post the completion of probation period. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible for leave during the notice period.

## **4. Health Clause**

You are required to submit a medical certificate on the day of joining which states that you are healthy (physically and mentally) and you can devote your whole time and attention to the Company's business entrusted to you.

**Saraswati Digital Pvt. Ltd.**

Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001

CIN - U72900HR2015PTC055942



# edWisor

## 5. Confidentiality

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

You agree not to disclose or disseminate proprietary or confidential Company and client information and/ Company Trade Secrets etc. that You would access under your course of employment or otherwise knowledge of which You gain with your own senses or any information about which You have residual knowledge;

You agree not to join the competition for 1 year post termination of your services voluntary or involuntary. You will not solicit clients of the Company for a period of two years after your employment terminates either voluntary or involuntary. You will not solicit employees of the Company for a period of one year after your employment terminates; and that You assign to the Company all sorts of rights, title and interests to any work product, invention made/ Created/ modified by you during your employment with the Company in the interest of the Company.

The terms set out in this letter, together with the non-disclosure agreement and Saraswati Digital Pvt. Ltd. will form your Contract of Employment with the Company.

## 6. Unauthorised Disclosure of Information

If it appears that You have disclosed (or has threatened to disclose) Information in violation of this Agreement, or there is a suspicion as to the same, Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any others) with the intention to harm business of the company, then company shall be entitled to avail all legal and other lawful resources available to it, including but not limited to, injunctive and/or other remedial measures at its sole discretion to restrain You from disclosing, in whole or in part, such information, or from providing any service to any party to whom such information has been disclosed or may be disclosed. Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any other brands) shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

## 7. Indemnity

Employee shall indemnify and keep indemnified the Company, its directors, officers, agents, advisors and/or employees against all costs, losses, fines, penalties, damages and/or other legal, financial or other liabilities of any kind whatsoever which may arise due to any deeds, acts or omissions of the Employee which are in breach of this agreement or otherwise unlawful, illegal or otherwise in contravention to applicable rules and laws.

**Saraswati Digital Pvt. Ltd.**

Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001

CIN - U72900HR2015PTC055942



# edWisor

## 8. Office Hours

The scheduled hours of work for this position are: 10:00 a.m. to 7:00 p.m., Monday to Saturday and such other hours or days as may be reasonably required to complete your business duties.

## 9. Termination

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance, non-performance, under performance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

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

You shall inform the company of any change in your personal data within 3 working days.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party.

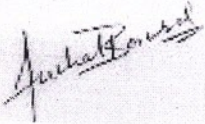
In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

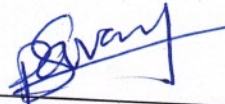
Sincerely,

For, Saraswati Digital Pvt.Ltd.



Anchal Bansal  
Human Resource

Employee's Signature



K. Sai Pavan Reddy

**Saraswati Digital Pvt. Ltd.**  
Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001  
CIN - U72900HR2015PTC055942



# edWisor

## Annexure I

SALARY COMPONENTS	AMOUNT P.A. (IN INR)	AMOUNT P.M. (IN INR)
Basic	₹1,20,000	₹10,000
HRA	₹60,000	₹5,000
Conveyance	₹19,200	₹1,600
Medical Allowance	₹15,000	₹1,250
Mobile Reimbursement	₹3,000	₹250
Special Allowance	₹82,800	₹6,900
<b>Gross Fixed Earnings</b>	₹3,00,000	₹25,000
<b>Gross variable Earning</b>	₹1,00,000	Based on monthly NRR
<b>CTC</b>	<b>₹400,000</b>	

- NRR - Net Revenue Realisation.


The company reserves the right to alter / modify / restructure your compensation without adversely affecting the annual gross salary stated above.

- 1) All entitlements given below are applicable after you have joined Saraswati Digital Pvt. Ltd. The entitlements are subject to any company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements, are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.
- 2) These entitlements shall cease upon the termination of your employment with Saraswati Digital Pvt. Ltd. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with the HR team for details.
- 3) The Company, at any time, reserves the right to review and restructure its Compensation Package. The above compensation structure is governed by the provisions of the Indian Income Tax Act and Rules as applicable for each relevant financial year.

All other terms and conditions of your employment shall be governed by company rules and policies.

### OFFER ACCEPTANCE

I, **K. Sai Pavan Reddy**, have read and understood this offer and have signed this document as a confirmation of my acceptance it in its entirety.

  
K. Sai Pavan Reddy

**Saraswati Digital Pvt. Ltd.**  
Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001  
CIN - U72900HR2015PTC055942



# edWisor

Date: December 23, 2017

M. Shankaraiah

RE: LETTER OF APPOINTMENT

Dear Mr. M. Shankaraiah ,

On behalf of **Saraswati Digital Pvt. Ltd.**, it is my pleasure to confirm our offer of employment to you as an "**Business Development Executive**". We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Your effective **Date of Joining** will be **January 08, 2018**.

Your Initial Posting will be at **Gurgaon, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

This offer of employment is contingent upon the successful completion of your background screening as per the norms of the organization.

## 1. Compensation

Your total compensation would be INR 4,00,000/- (Four Lakh) per annum on a cost-to-company basis including a variable pay of INR 1,00,000/- per annum (payable monthly, based on achievement of revenue).  
During probation period of 6 months you will be provided by a stipend of 15,000/- per month.  
Early confirmation post 3 months can be given based on your performance for which an official letter will be provided.

Please refer to *Annexure 1* for the breakup.

## 2. Reporting Manager

For all purposes, your reporting manager will be "**Ramandeep Arora - CEO & Founder**".

## 3. Notice Period

You will be under 6 months' probation starting from the Date of Appointment.  
Subject to the provisions contained in this offer, your services are terminable by either party giving the other **30 days notice** or monthly gross salary in lieu thereof post the completion of probation period. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible for leave during the notice period.

## 4. Health Clause

You are required to submit a medical certificate on the day of joining which states that you are healthy (physically and mentally) and you can devote your whole time and attention to the Company's business entrusted to you.

**Saraswati Digital Pvt. Ltd.**

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Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

You agree not to disclose or disseminate proprietary or confidential Company and client information and/ Company Trade Secrets etc. that You would access under your course of employment or otherwise knowledge of which You gain with your own senses or any information about which You have residual knowledge;

You agree not to join the competition for 1 year post termination of your services voluntary or involuntary. You will not solicit clients of the Company for a period of two years after your employment terminates either voluntary or involuntary. You will not solicit employees of the Company for a period of one year after your employment terminates; and that You assign to the Company all sorts of rights, title and interests to any work product, invention made/ Created/ modified by you during your employment with the Company in the interest of the Company.

The terms set out in this letter, together with the non-disclosure agreement and Saraswati Digital Pvt. Ltd. will form your Contract of Employment with the Company.

## 6. Unauthorised Disclosure of Information

If it appears that You have disclosed (or has threatened to disclose) Information in violation of this Agreement, or there is a suspicion as to the same, Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any others) with the intention to harm business of the company, then company shall be entitled to avail all legal and other lawful resources available to it, including but not limited to, injunctive and/or other remedial measures at its sole discretion to restrain You from disclosing, in whole or in part, such information, or from providing any service to any party to whom such information has been disclosed or may be disclosed. Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any other brands) shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

## 7. Indemnity

Employee shall indemnify and keep indemnified the Company, its directors, officers, agents, advisors and/or employees against all costs, losses, fines, penalties, damages and/or other legal, financial or other liabilities of any kind whatsoever which may arise due to any deeds, acts or omissions of the Employee which are in breach of this agreement or otherwise unlawful, illegal or otherwise in contravention to applicable rules and laws.

**Saraswati Digital Pvt. Ltd.**

Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
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# edWisor

## 8. Office Hours

The scheduled hours of work for this position are: 10:00 a.m. to 7:00 p.m., Monday to Saturday and such other hours or days as may be reasonably required to complete your business duties.

## 9. Termination

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance, non-performance, under performance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

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

You shall inform the company of any change in your personal data within 3 working days.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party.

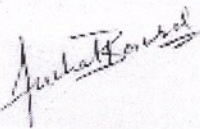
In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For, Saraswati Digital Pvt.Ltd.



Anchal Bansal  
Human Resource

Employee's Signature



M. Shankaraiah

**Saraswati Digital Pvt. Ltd.**

Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001

CIN - U72900HR2015PTC055942



# edWisor

## Annexure I

SALARY COMPONENTS	AMOUNT P.A. (IN INR)	AMOUNT P.M. (IN INR)
Basic	₹1,20,000	₹10,000
HRA	₹60,000	₹5,000
Conveyance	₹19,200	₹1,600
Medical Allowance	₹15,000	₹1,250
Mobile Reimbursement	₹3,000	₹250
Special Allowance	₹82,800	₹6,900
<b>Gross Fixed Earnings</b>	<b>₹3,00,000</b>	<b>₹25,000</b>
<b>Gross variable Earning</b>	<b>₹1,00,000</b>	Based on monthly NRR
<b>CTC</b>	<b>₹400,000</b>	

- NRR - Net Revenue Realisation.

The company reserves the right to alter / modify / restructure your compensation without adversely affecting the annual gross salary stated above.

1) All entitlements given below are applicable after you have joined Saraswati Digital Pvt. Ltd. The entitlements are subject to any company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements, are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.

2) These entitlements shall cease upon the termination of your employment with Saraswati Digital Pvt. Ltd. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with the HR team for details.

3) The Company, at any time, reserves the right to review and restructure its Compensation Package. The above compensation structure is governed by the provisions of the Indian Income Tax Act and Rules as applicable for each relevant financial year.

All other terms and conditions of your employment shall be governed by company rules and policies.

### OFFER ACCEPTANCE

I, **M. Shankaraiah**, have read and understood this offer and have signed this document as a confirmation of my acceptance it in its entirety.

M. Shankaraiah

**Saraswati Digital Pvt. Ltd.**  
Address - Enkay Square, 448A, 5th floor, Udyog Vihar  
Phase-V, Gurugram, Haryana - 122001  
CIN - U72900HR2015PTC055942



# edWisor

Date: December 23, 2017

P. Chandu

RE: LETTER OF APPOINTMENT

Dear Mr. P. Chandu ,

On behalf of **Saraswati Digital Pvt. Ltd.**, it is my pleasure to confirm our offer of employment to you as an "**Business Development Executive**". We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Your effective **Date of Joining** will be **January 08, 2018**.

Your Initial Posting will be at **Gurgaon, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

This offer of employment is contingent upon the successful completion of your background screening as per the norms of the organization.

## 1. Compensation

Your total compensation would be INR 4,00,000/- (Four Lakh) per annum on a cost-to-company basis including a variable pay of INR 1,00,000/- per annum (payable monthly, based on achievement of revenue).

During probation period of 6 months you will be provided by a stipend of 15,000/- per month.

Early confirmation post 3 months can be given based on your performance for which an official letter will be provided.

Please refer to *Annexure 1* for the breakup.

## 2. Reporting Manager

For all purposes, your reporting manager will be "**Ramandeep Arora - CEO & Founder**".

## 3. Notice Period

You will be under 6 months' probation starting from the Date of Appointment.

Subject to the provisions contained in this offer, your services are terminable by either party giving the other **30 days notice** or monthly gross salary in lieu thereof post the completion of probation period. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible for leave during the notice period.

## 4. Health Clause

You are required to submit a medical certificate on the day of joining which states that you are healthy (physically and mentally) and you can devote your whole time and attention to the Company's business entrusted to you.

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## 5. Confidentiality

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

You agree not to disclose or disseminate proprietary or confidential Company and client information and/ Company Trade Secrets etc. that You would access under your course of employment or otherwise knowledge of which You gain with your own senses or any information about which You have residual knowledge;

You agree not to join the competition for 1 year post termination of your services voluntary or involuntary. You will not solicit clients of the Company for a period of two years after your employment terminates either voluntary or involuntary. You will not solicit employees of the Company for a period of one year after your employment terminates; and that You assign to the Company all sorts of rights, title and interests to any work product, invention made/ Created/ modified by you during your employment with the Company in the interest of the Company.

The terms set out in this letter, together with the non-disclosure agreement and Saraswati Digital Pvt. Ltd. will form your Contract of Employment with the Company.

## 6. Unauthorised Disclosure of Information

If it appears that You have disclosed (or has threatened to disclose) Information in violation of this Agreement, or there is a suspicion as to the same, Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any others) with the intention to harm business of the company, then company shall be entitled to avail all legal and other lawful resources available to it, including but not limited to, injunctive and/or other remedial measures at its sole discretion to restrain You from disclosing, in whole or in part, such information, or from providing any service to any party to whom such information has been disclosed or may be disclosed. Saraswati Digital Pvt Ltd (operating with brand name edwisor.com or any other brands) shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

## 7. Indemnity

Employee shall indemnify and keep indemnified the Company, its directors, officers, agents, advisors and/or employees against all costs, losses, fines, penalties, damages and/or other legal, financial or other liabilities of any kind whatsoever which may arise due to any deeds, acts or omissions of the Employee which are in breach of this agreement or otherwise unlawful, illegal or otherwise in contravention to applicable rules and laws.

### **Saraswati Digital Pvt. Ltd.**

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## 8. Office Hours

The scheduled hours of work for this position are: 10:00 a.m. to 7:00 p.m., Monday to Saturday and such other hours or days as may be reasonably required to complete your business duties.

## 9. Termination

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance, non-performance, under performance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

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

You shall inform the company of any change in your personal data within 3 working days.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party.

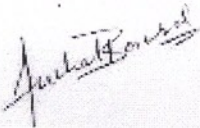
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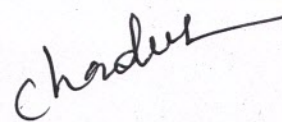
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Sincerely,

For, Saraswati Digital Pvt.Ltd.



Employee's Signature



Anchal Bansal  
Human Resource

P. Chandu

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### OFFER ACCEPTANCE

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*Chandru*

P. Chandu

### Saraswati Digital Pvt. Ltd.

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