

OFFER LETTER

30th January, 2019

Vamsi Krishna Budati,
D.No-29-90, Chinna Ganuga palem,
Addanki, Prakasam district, A.P -523201

Dear Vamsi Krishna,

Congratulations!

Welcome to Rythmos family!!!

We are certain that you will be among our valuable assets in growing Rythmos for the future. Further to your application for employment with **Rythmos**, and the subsequent selection process, we are delighted to offer a position as **“Junior Associate Consultant”**.

Your location of reporting is **Hyderabad**, India.

Your Total Cost of the Company (CTC) inclusive of all kinds of allowances will be **INR3,70,000/- (Three Lakhs Seventy Thousand Only)** per annum, which is inclusive of **INR20,000/-** annual bonus, which is payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Your employment start date would be: **On or before 01st April, 2019.**

The terms & conditions of our Offer of Employment to you as follows:

1. Increments & Promotions:

Your growth and increase in salary will depend solely on your performance and contribution to the company. Compensation reviews would be in every year December. Bonus component is a full payout and is prorated from the date of joining. You should be employed till the last pay date of every year to get bonus component. Employees who are in probation will not be eligible for bonus pay.

2. Notice period:

During your association or employment with the company, you are required to serve 2 months' notice. No leaves to be taken in notice period unless there is an approval from Manager.

3. Background checks:

As a part of the joining formalities, the company may, at its discretion, conduct background checks to validate the details of education as well as previous employment details furnished by you. This offer is subject to reference checks provided by you.

rythmôs

4. Leaves:

During probation, you are not entitled to take any leave without prior information. You will be entitled with 18 leaves per annum including casual and sick leaves. These leaves will be divided on a pro-rata basis from the day of your joining.

5. Holidays:

There are 10 holidays per year from the company. Holiday list will be decided as per the company business needs and Government policies. These holidays could be a combination of Indian and US holidays.

6. Duties and Position:

The employee's duties may be reasonably modified at the company's discretion from time to time and must work at one or more client's location. The company reserves the right to transfer the employee to client place, if this is practical considering personal circumstances.

7. Probation period:

You will be on a probation for the period of three months and will be confirmed as a permanent employee upon successful completion of your probation. Your confirmation is subject to your performance and attitude during probation period. You will receive a confirmation letter if your employment is confirmed with the company.

8. Employee to devote full time to company:

The employee will devote full time, attention, and energies to the business of the company and during this employment will not engage in any other business activity, regardless of whether such activity is pursued for profit, gain or other pecuniary advantage. During or after your tenure with the company employee is not supposed to reveal any information such as clients which are assigned to him and personnel/resources details which are brought to his attention at any point in time. One of the violation clauses e.g.: revealing the business dealings which are done with or for a vendor. However, your services could be transferred to any other Departments / Divisions of the Company/Client, notwithstanding your initial appointment in this Company, your services may be assigned by the Company to any other Company/Organization. He/ She cannot claim or use any company or entity or their resources for claiming that he/she has association with vendor/client/partner/entity/resource. During or after employment, employee cannot join client location for a period of 2 years. Misusing or using this information in any fashion by communicating to any entity or resource or other parties which are not legally part of Rythmos India Pvt. Ltd then it will be treated as a violation and will be considered for legal actions against employee. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.

9. Confidentiality of Information and Data Security:

Employee agrees, during or after the term of this employment, not to reveal confidential information, or trade secrets to any person, firm, corporation, or entity. This includes client

rythmôs

contact information, project details, or any other data relevant to company or all the clients of the company. If employee reveal or threaten to reveal this information, the company shall be entitled to an injunction restraining the employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed. If this comes to management notice, they have a right to revoke the offer and take liable action which could include damages claim also as per the company policy. Any misuse of company confidential information either in Social networks or in any manner is liable for action. Rythmos can initiate legal actions against breach of the agreement for the damages caused against contract violation or any terms in contracts are being violated. Directly or indirectly he/she should not work or have any business dealings with client, without confirmation or acceptance and no objection certificate from Rythmos Management which includes Managing Director, during tenure of employment or after employment.

You will not (except in normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company. You will be required to maintain utmost secrecy in respect of project documents, commercial offer, design documents, Project cost and Estimation, Technology, Software packages license, Company's policies, Company's patterns and Trademark and Company's Human assets profile. This is a highly Confidential and Private document. You must maintain the confidentiality and ensure that the details of your offer are not shared with anyone outside of the Human Resource Team of Rythmos. Sharing the details of your offer with others would imply a breach of confidentiality and could invite suitable disciplinary action.

You undertake that you will not disclose the information or knowledge relating or any part thereof disclosed to you or gained by you because of your employment. This obligation shall continue to remain in force even after your leaving the service of the Company.

10. Termination of agreement:

After or during probation period, without cause, the company may terminate this agreement at any time. If the company requests, the employee will continue to perform his/her duties and be paid his/her regular salary up to the date of termination. In case you leave without any notice, we shall have the right to deduct liquidated damages or Employer will have right for legal action for any damages caused by employee in this regard. Termination notice would be decided by employer based on severity, breach, security or any other aspect which would be inspected by employer as per the circumstance.

This appointment letter is being issued to you based on the information furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in you being offered this appointment, the Management may take such action it deems fit in its sole discretion, including termination of your employment.

rythmôs

The company may terminate employment, if the employee is found of gross misconduct, without notice or payment in lieu of notice. Gross misconduct would include, without limitation, acts of dishonesty, breach of confidentiality, data security, theft, violence, drunkenness, drug use and breach of your terms of employment.

If the employee breaches the provisions of this agreement, the employee agrees to repay in full all actual recruitment, travel, accommodation and other relevant expenses and/or other advances paid or reimbursed to the employee by the company and the employee authorizes the company to deduct and withhold such repayment in full of any compensation or other amounts otherwise owed or payable to the employee.

11. Software copyrights:

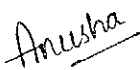
It is company policy to strictly adhere to the licensing condition of any software, which it uses. The employee will be required to strictly adhere to this policy. The employee must not copy or distribute for his/ her own use or for any other person or company any software used or developed by the company unless it is under the express instruction of a director of the company, any breach of this clause may be treated as gross misconduct.

Rythmos believes that employee is the biggest asset in the company and the employee's growth is the company's growth.

We welcome you to Rythmos family and hope for a fruitful and long relationship with you. As a token of your acceptance of this offer, kindly sign and return the duplicate copy.

Note: Any updates to data security, compliance, audit, privacy and confidentiality, policies will be published or announced by HR whenever there is a change. Employee can request for additional softcopy of the same upon request.

Sincerely,



(Authorized Signature)

For Rythmos India Pvt. Ltd.

Acceptance:

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Name: