



Employment Confirmation

Dear Rakesh Geddam,

12th December 2020

With respect to your performance during the training period, we are pleased to inform that you have been confirmed for the position of **Software Developer** at SmallBzr with effect from 9th December 2020.

Your CTC for this position would be Rs. 1,80,000 (Rupees One Lakh and Eighty Thousand) per annum.

Please refer Annexure B for Salary Breakup and benefits.

On behalf of the Company, we wish you success in your position and trust that our relationship will be long and mutually rewarding

for **Edainfront Solutions Pvt Ltd**

Raguraman Srinivasan

Director

Annexure A, Terms

1. You will be entitled to twenty working days (20 days) paid time off per annum to be taken by agreement with the Company.
2. The notice period of cessation of service will be 1 month from either party (Company / Employee)
3. "Competing Activity" shall mean any business, trade or occupation the same as or similar to or in conflict or in competition with any activity carried on by the Company.

You are not permitted to engage yourself in any consulting or professional work/activities which comes under Competing Activity without approval of management.

4. Information relating to compensation and benefits is considered confidential information between the employee and the Company. Any employee violating this policy will be considered to have committed a breach of confidentiality and will be subject to disciplinary action, up to and possibly including termination of employment.
5. Termination: Notwithstanding anything contained in above, the Company shall be at liberty to terminate your services without giving any notice or salary in lieu of notice in the event of:
 - i) Insubordination, indiscipline, dishonesty or negligence of duty. Disclosure of any information (confidential or otherwise) concerning the business of the Company should amount to indiscipline and dishonesty; or
 - ii) if you neglect or refuse, without reasonable cause, to attend to the business of the Company;
6. Company Policies may be revised at the sole discretion of the company and all the changes will be duly informed to an employee.
7. Any violation of the Company Policies and Procedures can result in disciplinary action being taken against you, which may result in the termination of your employment with or without compensation.
8. If any declaration or information furnished to the Company proves to be false or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

Annexure B, Salary Breakup and Benefits

1. You are entitled for Salary Revision after every 2 months based on your performance.
2. Company will be paying 8,000 INR directly to vendor for your stay at Hamlet Stays/Oyo Life.
3. Salary Breakup:

Total CTC	1,80,000 INR
Basic	84,000 INR
Accommodation Allowance	96,000 INR