

Offer Letter

03rd January 2020

To

Mr. Javvaji Anil,
S/o: Mr Shankar
D.No 3-55/1,
Bheempally,
Kamalapur, Warangal,
Warangal - ,
Telangana

Contact No: +91 7989821708

Mr. Javvaji Anil

Subsequent to our discussions, we are pleased to offer you the position "**Trainee Associate**" with Cadeploy Engineering Private Limited (the "Company") located at **Hyderabad** on the following terms and conditions of employment, effective from the date of joining. You need to join the company on **06th January 2020** You will receive the complete employment agreement at the time of joining.

A. Duties and Probation. You will occupy **Trainee Associate** position in Cadeploy Engineering responsible for all delivery activities that contribute to the development of the company and its services. Your detailed roles & responsibilities will be defined in your employment agreement. You shall use your best energies and abilities on a full time basis to perform duties assigned to you from time to time. You will be on probation for 6 months. After successful completion of your probation a confirmation letter will be issued. Your performance review will be annual. You shall provide reports concerning your work activities from time to time as requested. During your employment, you shall not directly or indirectly seize any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the Company. Also you are instructed not to divulge any confidential information or violate any agreement with your prior employers.

B. Compensation and Benefits. You shall be compensated as agreed in the discussion. This salary will begin on first day you report to employment with Cadeploy Engineering. The detailed salary break up will be given along with the appointment letter. You will be eligible for leaves as per the company policies.

C. Relocation and Termination. You promptly will comply with the Company's instructions concerning relocation. The Company agrees to provide you with one month advance notice of termination (except no advance notice is required if the termination of your employment is for cause) and you agree to provide the company with two months advance notice of termination of employment. Your employment will be terminated with immediate effect in case of poor performance. You agree that at least two months advance notice by you is reasonable and necessary under such circumstances due to the substantial effort, time and expense the Company will be required to incur in employing and relocating you and in replacing your services.

D. Confidentiality. As part of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and method of dealings with its customers and Employees and you also will develop relationships of special trust and confidence with the Company's customers and employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is For the Company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will Promptly return all documents, time sheets and information (including computer generated or stored matters) concerning the Company or its customers and employees.

CADEPLOY ENGINEERING PRIVATE LIMITED

5th Floor, Softpro Building, Plot no-12
N Heights Building, Inorbit Mall Road,
Madhapur, Hyderabad, Telangana - 500081.
Telephone No. : 040 23111848



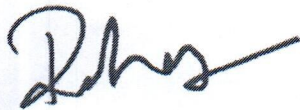
E. Non-Competition and Non-Solicitation. During the period until (24) months following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business of (or otherwise deal in a manner adverse to the Company with) or provide any engineering, consulting or detailing services to any customer of the Company (regardless whether or not you personally dealt with that party during your employment) nor directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment. You further agree that: (1) the company shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs D or E of this Agreement (which shall survive the termination of this Agreement and your employment); (2) Indian Laws shall govern this Agreement and its enforcement; (3) jurisdiction and venue is proper in any proceeding to enforce rights hereunder filed in any court located in California, USA & Hyderabad, India; and (4) paragraphs C, D and E are intended to be enforced in accordance with their terms but that such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law.

Entire Agreement. This agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings and may be amended only by a writing signed by both parties.

Should you have any questions or comments, please feel free to reach the HR department.

It is our pleasure to welcome you to be part of our organization and wish you a happy stay with us!

For Cadeploy Engineering Pvt Ltd



K Rohan Reddy
Manager - Human Resource

Agreed and accepted
With the express intent to be legally bound

Name: Mr. Javvaji Anil,
Designation: Trainee Associate
Date: 03rd January 2020

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