



Award of Excellence 2022



This award is being presented to

Dr. N. V. Surendra Babu

For his unmatched contribution and exceptional foresight in the field of Higher Education, and for his untiring selfless and dedicated service as a **Training & Placement Officer.**



A handwritten signature in black ink, appearing to read 'Sujata Mehta'.

Sujata Mehta
Founder & Editor in Chief
Eduvoice India

Date of Issue
21st October 2022



Letter Of Appreciation

Presented to

Dr. N V Surendra Babu

On behalf of the entire team of the GTT Foundation, we would like to express our sincere admiration for your outstanding efforts in the fields of placement and skill development.

We appreciate your dedication and enthusiasm in fulfilling your role as a motivator and career counselor and consistently helping students at various points in their lives.

We pride ourselves on your hard work and commitment to making the lives of not only students but also different communities better. We would like to applaud you for being critical to ensuring the collaboration is a success.

As always, we are counting on you to go the extra mile.

Thank you once again for all your contributions.

Date: 07th April, 2022



A handwritten signature in black ink that reads 'Uma Ganesh'.

Dr. Uma Ganesh
Trustee
GTT Foundation

Co-Powered By



DYNERGIC
Business Solution



FOR EXCELLENCE & LEADERSHIP IN EDUCATION

11th June 2023, Pride Hotels Chennai.

MOST ACTIVE PLACEMENT DIRECTOR AWARD IN SOUTH INDIA

Presented To



Dr. N.V. Surendra Babu

Director- Placements

Nri Institute Of Technology , Vijayawada Ap

Mohd. Azharuddin Farooqui

Co-Founder & CEO

DYNERGIC

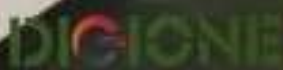
Business Solutions

CO-POWERED BY

DIGITAL PARTNER

SUPPORTED BY

CONCEPTUALIZED BY:





Best Industry Connect Autonomous Institute

Dr. R. VENKATA RAO
Chairman



NRI Institute of Technology

(Vijayawada)



AUTONOMOUS

(Approved by AICTE, New Delhi - Permanently Affiliated to JNTUK, Kakinada)
Accredited By NAAC with "A" GRADE - An ISO 9001 : 2015 Certified Institution

**62nd
RANK**

**Top T-Schools in India 2022
in Private Colleges**

**GREAT
ACHIEVEMENT**



**70th
RANK**

**Top T-Schools in India 2023
in Private & Govt Colleges**



**In 18th Edition DQ - CMR Survey
Top T - Schools 2023 by**



Center of Excellence(COE) With Top MNC's



**For Admissions
+91 9391878787**



**Visit Our Website
www.nrilt.edu.in**

CERTIFICATE
OF APPRECIATION

HCL



Date..... 28-04-2022

is presented to

NRI INSTITUTE OF TECHNOLOGY

in recognition towards your partnership in developing talent and continued support as a trusted hiring partner.

We value our esteemed collaboration and look forward to strengthening this relationship ahead.

Handwritten signature of Mr. Durga Prasad Kaucherla in black ink.

.....
Mr. Durga Prasad Kaucherla
Vice President - HR

Thank You!

Handwritten signature of Mr. Ashish Bhalla in black ink.

.....
Mr. Ashish Bhalla
Associate Director-Campus Relations



CERTIFICATE

OF APPRECIATION

Dr. N. V. Surendra Babu

Director Placements at NRI Institute of Technology, Vijayawada

is a power-user of Superset Campus Talent Platform. We're delighted to present this certificate to recognize his/her contribution to digitized campus hiring during the 2021-22 placement season.

Naman Agrawal

CEO
Superset

Date: Feb 23rd, 2022

Ketan Pareek

Regional Business Director
Superset



CERTIFIED MEMBER

National TPO Club



#MakeBharatEmployable

Dr N V Surendra Babu

In recognition of being a prominent member of the National Training & Placement Officer's Club (a Social Initiative of Skill Academy) and for the extraordinary contribution made by you to our society and students community.

Ashutosh Kumar

ASHUTOSH KUMAR
CEO, TESTBOOK

skill academy
by testbook

26th March 2022

skill academy CAMPUS PROGRAM
by testbook

CERTIFICATE OF APPRECIATION

Presented to

Dr N V Surendra Babu

★ EMERGING LEADER ★

*In recognition of active participation in the "Online Marketing
Techniques to Increase Placements" Workshop conducted by Skill
Academy Campus Program*

Ashutosh Kumar

ASHUTOSH KUMAR
CEO, TESTBOOK

Best Industry Connect Autonomous Institute

Dr. R. VENKATA RAO
Chairman



NRI Institute of Technology

(Vijayawada)



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**BAND
PERFORMER**



**GREAT
ACHIEVEMENT**

Congratulations

ARIIA 2021

NATIONAL RANKING BY ARIIA - 2021

ATAL Ranking of Institutions on Innovation Achievements

MHRD's Innovation Cell, Govt. of India



All India Council for
Technical Education



ARIIA
ATAL RANKING OF INSTITUTIONS
ON INNOVATION ACHIEVEMENTS



MHRD'S
INNOVATION CELL
(GOVERNMENT OF INDIA)



CERTIFICATE OF ASSOCIATION

This certificate is proudly presented to

NRI Institute of Technology, Vijayawada

Global Talent Track is proud to be associated with your esteemed institution as a training and skilling partner for enabling youth to become employable and corporate ready.

We honour and value our association.

Date: 2nd December, 2020

Dr. Uma Ganesh
Executive Chairperson
Global Talent Track



Mridula Sankhyayan
CEO,
Global Talent Track



Certificate of Participation

This is to certify that

Dr. N V Suredra Babu Nri

has participated in

POWER

**Placement Officers Workshop for Excellence in Recruitment
Learning Series - Part 1**

September 3, 2021.

A handwritten signature in black ink that reads "Abhilash Misra".

Abhilash Misra
Authorized Signatory
NSE Academy Limited

*NSE Academy Limited is a
wholly owned subsidiary of NSE*

Date: September 4, 2021
Place: Mumbai

A faint, light-colored background image of a modern, multi-story building with a glass facade, likely the NSE Academy building in Mumbai.



Best TPO For Impacting Youth Through Training & Placement Activities

GTT ANNUAL EXCELLENCE AWARDS 2020

Dr. N. V. Surendra Babu

Global Talent Track recognizes his contribution in the field of Training and Placement. He has been focused and dedicated. His relentless efforts and ownership has positively impacted the youth to shine in professional spheres.

Dr. Uma Ganesh
Executive Chairperson,
Global Talent Track

Date: 10th October, 2020



Mridula Sankhyayan
CEO,
Global Talent Track

Certificate Of Appreciation



Is Awarded to

Dr. NAGISETTY VENKATA SURENDRA BABU

of

**NRI INSTITUTE OF TECHNOLOGY
ANDHRA PRADESH**

for her instrumental role in making the Coursera for Corona Virus (C4CV) initiative a grand success.
Thank you for being the L4G - Coursera Digital Transformation Leader.

April 2020 - September 2020

AKASH SINHA
Head-Learning & Development
L4G Solutions

Certificate of Appreciation

Awarded to

Nagisetty Venkata Rushasree

Is recognized for the magnificent contribution with
their performance, to Great India Talent 4.0.

Wishing your prosperous future!

19-07-2020

DATE

Nishant Bansal

DIRECTOR





Letter Of Appreciation

presented to

Dr. N. V. Surendra Babu

In appreciation of the laurels brought in the last successful years in the field of Placement, Skills Development, and Employability Enhancement.

We acknowledge the assistance and enthusiasm that he/she has provided by performing his/her tasks as a motivator and career counselor.

We also appreciate his/her sincerity and dedication exhibited during this association and look forward to working with him/her and transforming the lives of many more students.

Mridula Sankhyayan
CEO,
Global Talent Track

Date: 25th August, 2020





Ministry of Finance

Government of India

Central Board of Direct Taxes



This is to certify that Mr/Ms **VENKATA SURENDRA NAGISETTY BABU** (PAN: **ALTPB0957F**) has paid taxes for the Assessment Year **2017-18** and filed the Income Tax return. We appreciate the taxpayer, in the 'Bronze' category in recognition, of the contribution towards building this great Nation.



P C Mody
Chairman



201745905983

THE ACADEMIC
INSIGHTS

AWARD OF ACHIEVEMENT

ACADEMIC INSIGHTS
EDUCATION EXCELLENCE AWARDS 2023
WWW.THEACADEMICINSIGHTS.COM

Honours

NRI Institute of Technology

as

Engineering College of the Year 2023
Excellence in Overall Placement Achievement

in recognition of the commendable contributions the Institute has made towards
the society and the educational fellowship



RS Prasad

Ram Sagar Prasad
Editor-in-Chief



Dr. R. VENKATA RAO
Chairman



NRI Institute of Technology (Vijayawada)



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NATIONAL RANKING BY ARIIA - 2021

ATAL Ranking of Institutions on Innovation Achievements

MHRD's Innovation Cell, Govt. of India



All India Council for
Technical Education



ARIIA
ATAL RANKING OF INSTITUTIONS
ON INNOVATION ACHIEVEMENTS



MHRD'S
INNOVATION CELL
(GOVERNMENT OF INDIA)



For Admissions
+91 9391878787



Visit Our Website
www.nriit.edu.in

CERTIFICATE

THIS CERTIFICATE IS PRESENTED FOR

NRI INSTITUTE OF TECHNOLOGY

Vijayawada, Andhra Pradesh

Excellence in Industry- Academia Collaboration

We extend our heartfelt gratitude on behalf of Collegedunia for dedicating your time and effort to participate in the Collegedunia Excellence Awards 2023,

24th Nov 2023

DATE



NIDHI SAIN
Program Manager
Collegedunia.com

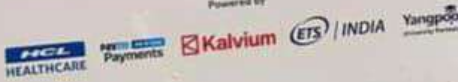
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Recognizing The Top 100 Higher-Ed
Pioneering Digital Transformation



Thursday, 14th December 2023 India Habitat Centre, New Delhi

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Digital Transformation

Thursday, 14th December 2023

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CENTRE



OBE RANKINGS 2023

OUTCOME-BASED EDUCATION

Certificate of Excellence

IN PURSUIT OF EXCELLENCE TOWARDS OFFERING OUTCOME-BASED EDUCATION, THIS CERTIFICATE IS PRESENTED TO

NRI INSTITUTE OF TECHNOLOGY

Ranked in the **GOLD BAND** with A Grade

R
World Institutional
RANKING 


Executive President

Top T-Schools in India 2023

TOP 100 T-SCHOOLS (OVERALL) GOVERNMENT AND PRIVATE SECTOR

INSTITUTE NAME	CITY	RANKING
Koneru Lakshmaiah College of Engineering (KLCE)	Guntur	9
Velagapudi Ramakrishna Siddhartha College of Engineering	Vijayawada	13
R.V.R. & J.C. College of Engineering	Guntur	31
GMR Institute of Technology	Rajam	33
Ravindra College of Engineering for Women	Kurnool	49
Annamacharya Institute of Technology & Science - Rajampet	Rajampet	50
Aditya Engineering College	Surampalem	52
Prasad V Potluri Siddhartha Institute of Technology (Pvpsit)	Vijayawada	57
NRI Institute of Technology	Vijayawada	70
Aditya College of Engineering	Peddapuram	71
RGM College of Engineering and Technology, Nandyal	Nandyal	76
KKR & KSR Institute of Technology & Sciences	Guntur	83
G.Pullaiah College of Engineering and Technology	Kurnool	86
Lakireddy Bali Reddy College of Engineering (LBRCE)	Mylayaram	87
Madanapalle Institute of Technology & Science	Madanapalle	89
Sasi Institute of Technology & Engineering	Tadepalligudem	93
Annamacharya Institute of Technology & Sciences - Tirupati	Tirupati	94
Sri Venkateswara College of Engineering, Tirupati	Tirupati	99

 Madhu Sudhnao



Like



Comment



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Top T-Schools in India 2022 (Private)

INSTITUTE NAME	CITY	RANKING
Koneru Lakshmaiah College of Engineering (KLCE)	Guntur	4
Velagapudi Ramakrishna Siddhartha College of Engineering	Vijayawada	7
R.V.R. & J.C. College of Engineering	Guntur	23
Ravindra College of Engineering for Women	Kurnool	41
Annamacharya Institute of Technology & Science - Rajampet	Rajampet	42
Shri Sant Gajanan Maharaj College of Engineering, Shegaon	Buldhana	43
Aditya Engineering College	Surampalem	44
Amity School of Engineering and Technology, Mumbai	Mumbai	45
Anurag University	Hyderabad	46
R.C. Patel Institute of Technology	Shirpur	47
Malla Reddy Engineering College for Women (Autonomous Institution)	Secundrabad	48
Prasad V Potluri Siddhartha Institute of Technology (PYPST)	Vijayawada	49
NRI Institute of Technology	Vijayawada	62
Aditya College of Engineering	Peddapuram	63
RGM College of Engineering and Technology, Nandyal	Nandyal	68
KKR & KSR Institute of Technology & Sciences	Guntur	73
Teegala Krishna Reddy Engineering College	Hyderabad	74
Malla Reddy College of Engineering and Technology	Secundrabad	75
G.Pullaiah College of Engineering and Technology	Kurnool	76
Lakireddy Bali Reddy College of Engineering (LBRCE)	Mylavaram	77
Madanapalle Institute of Technology & Science	Madanapalle	79
Sasi Institute of Technology & Engineering	Tadepalligudem	83
Annamacharya Institute of Technology & Sciences - Tirupati	Tirupati	84
Sri Venkateswara College of Engineering, Tirupati	Tirupati	88

CERTIFICATE
OF APPRECIATION

HCL



is presented to

Date..... **28-04-2022**

NRI INSTITUTE OF TECHNOLOGY

.....
in recognition towards your partnership in developing talent and
continued support as a trusted hiring partner.

We value our esteemed collaboration and look forward to strengthening
this relationship ahead.

Handwritten signature of Mr. Durga Prasad Kancharla in black ink.

.....
Mr. Durga Prasad Kancharla
Vice President - HR

Thank You!

Handwritten signature of Mr. Ashish Bhalla in black ink.

.....
Mr. Ashish Bhalla
Associate Director-Campus Relations



CERTIFICATE OF ASSOCIATION

This certificate is proudly presented to

NRI Institute of Technology, Vijayawada

Global Talent Track is proud to be associated with your esteemed institution as a training and skilling partner for enabling youth to become employable and corporate ready.

We honour and value our association.

Date: 2nd December, 2020

A handwritten signature in black ink that reads 'Uma Ganesh'.

Dr. Uma Ganesh
Executive Chairperson
Global Talent Track



A handwritten signature in black ink that reads 'Mridula Sankhyayan'.

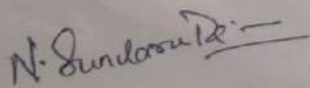
Mridula Sankhyayan
CEO,
Global Talent Track

Certificate of Partnership

Is hereby awarded to

NRI Institute Of Technology

for securing Virtusa Campus Center of Excellence
for the academic year 2022-23.



Sundararajan Narayanan
EVP & Chief People Officer

virtusa

HeadStart
Season - 8





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Digital Transformation

Thursday, 14th December 2023



CONVENTION
CENTRE





KVQA

Certificate of Registration

(Quality Management System)

KVQA CERTIFICATION SERVICES PVT. LTD.

This is to certify that the Quality Management System of



NRI INSTITUTE OF TECHNOLOGY (An Autonomous Institution)

POTHAVARAPPADU (V), AGIRIPALLI (M), VIJAYAWADA (RURAL),
PIN – 521 212, KRISHNA DIST, A.P, INDIA.

Has been found in accordance with Quality Management System standard

ISO 9001:2015

This certificate is valid for the following product or service range

Providing Educational Services leading to the Award of Under Graduate Programs in Engineering (B.Tech), Post Graduate Programs in Engineering (M.Tech) and Master of Business Administration (MBA).

1st Surveillance Due On: 02/05/2023: Done On:

2nd Surveillance Due On: 02/05/2024: Done On:

Certificate No: KDACQ202206007

Date Of Issue: 02, June, 2022

Valid Until: 01, June, 2025*

Issued by 
Authorised signatory KVQA



eiaaci

مركز الإمارات العالمي للاعتماد
Emirates International Accreditation Centre
CB-QMS-045

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Email : delhi@kvqaIndia.com

*Subject to successful completion of surveillance audits



NRI Institute of Technology



2022

Tap to see search results





PREVIOUS ARTICLE

Success Meet – 2022 at NRI Institute of Technology, Vijayawada.

NEXT ARTICLE

Congratulations to
all the students
who got

 [Message](#)



PREVIOUS ARTICLE

Success Meet – 2022 at NRI Institute of Technology, Vijayawada.

NEXT ARTICLE

Congratulations to all the students who got

Message





Success Meet – 2022 at NRI Institute of Technology, Vijayawada.

PREVIOUS ARTICLE

NEXT ARTICLE

**Congratulations to
all the students
who got**

Message



Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. APPINENI SIVA NAGA MANIKANTA SAI

6-222, SIBBANDI PETA, KOTHA PETA, NUZVID, KRISHNA, ANDHRA PRADESH, 521201.

Dear APPINENI SIVA NAGA MANIKANTA SAI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: APPINENI SIVA NAGA MANIKANTA SAI Date of Joining:10th Dec 2022		
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. ARITAKULA TEJASWI

43-106/1-51, BHARATMATHA MANDIR ROAD, NANDAMURI NAGAR, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520015.

Dear ARITAKULA TEJASWI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

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To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

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The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: ARITAKULA TEJASWI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Contact HR Team

Effective Date 10/12/2022

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. CHALLA VENKATA JAYANTH KUMAR

41-29/2-57, PUTTA STREET, RANIGARITHOTA, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520013.

Dear CHALLA VENKATA JAYANTH KUMAR,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

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Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

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Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: CHALLA VENKATA JAYANTH KUMAR Date of Joining:10th Dec 2022		
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

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For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Contact HR Team

Effective Date 10/12/2022

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. CH BHAVANI GEETHA

8-251, PRASADAMPADU, KOLLA FARM ROAD , VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 521108.

Dear CH BHAVANI GEETHA,

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Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
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Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: CH BHAVANI GEETHA		Date of Joining:10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. DAGGULA JHANSI

1-126, EAST BAZAR , CHATRAGADAPADDU , CHATRAGADAPADDU, VINUKONDA , GUNTUR,
ANDHRA PRADESH, 522647.

Dear DAGGULA JHANSI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

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Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: DAGGULA JHANSI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. KATURI KAVYA SRI

24-11/2-17, LANKAVAARI STREET, BAVAJIPETA, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520003.

Dear KATURI KAVYA SRI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: KATURI KAVYA SRI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

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Provident Fund

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Conveyance allowance

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Document Checklist:

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We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. KOLA NAVYA

4-58A, SMALL BRIDGE , KANAGALAVARIPALEM, REPALLE , GUNTUR, ANDHRA PRADESH,
522265.

Dear KOLA NAVYA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
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Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: KOLA NAVYA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. KONANGI PUSHPA LATHA

20-06-71/A, RAMALINGESWARA PETA, AYODHYA NAGAR, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520003.

Dear KONANGI PUSHPA LATHA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

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The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

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For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

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the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

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To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

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authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

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The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: KONANGI PUSHPA LATHA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. KOPPU TULASI

1-3-178/A, APPALASWAMY QUARRY CENTER, VIDHYADHARAPURAM, VIJAYAWADA ,
KRISHNA, ANDHRA PRADESH, 520012.

Dear KOPPU TULASI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

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The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: KOPPU TULASI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

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Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

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We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. MORAMPUDI LAKSHMI TULASI

2-127-1, AMEENAPURAM, AMEENAPURAM, AMEENAPURAM, KRISHNA, ANDHRA PRADESH, 521250.

Dear MORAMPUDI LAKSHMI TULASI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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International Tech Park Ltd.,
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Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
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The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: MORAMPUDI LAKSHMI TULASI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. MARPU RAHUL

1-256, MUSLIM BAZAR, , MUSLIM BAZAR, AGIRIPALLI, KRISHNA, ANDHRA PRADESH, 521211.

Dear MARPU RAHUL,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

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The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

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To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

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authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: MARPU RAHUL		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. MYNAMPATI PRATHYUSHA

76-8-18/Ā¹A, MYNAMPATI VARI STREET, BHAVANIPURAM, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520012.

Dear MYNAMPATI PRATHYUSHA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

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Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: MYNAMPATI PRATHYUSHA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

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This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

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Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

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Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter
Version: 1.0
Contact HR Team

Effective Date 10/12/2022
Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential
Ref:
Dated: 10th Dec, 2022

Mr/Ms. KEERTHANA PULIVARTHI

76-6-70/3, BHAGAT SINGH NAGAR , BHAVANIPURAM, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520012.

Dear KEERTHANA PULIVARTHI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

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GalaxE.Solutions India Pvt. Ltd

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GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

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At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

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- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

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You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

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All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

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If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



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The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: KEERTHANA PULIVARTHI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. PUTTUPU SUPRIYA

13-65/15/3/1, NEAR BOAT YARD, VUNDAVALLI, VIJAYAWADA , GUNTUR, ANDHRA PRADESH, 522501.

Dear PUTTUPU SUPRIYA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
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authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: PUTTUPU SUPRIYA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. SUBRAH DIVYASRI

21-9/3-18, PASUPUTHOTA, MADHURANAGAR, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520011.

Dear SUBRAH DIVYASRI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

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Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: SUBRAH DIVYASRI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

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Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

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Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

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As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. SUDARSANAM PURNIMA SUDHA

77-87-1/18 3RD LINE , PRASHANTINAGAR, PAYAKAPURAM, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520015.

Dear SUDARSANAM PURNIMA SUDHA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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International Tech Park Ltd.,
Whitefield Main Road,
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Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

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GalaxE.Solutions India Pvt. Ltd

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With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

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Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

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The objectives of this initiative are

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- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
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Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
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Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

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The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: SUDARSANAM PURNIMA SUDHA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. SURE VENKATA NAGA VISWESH

9-44-22, RAMALAYAM STREET , KOTHAPALLI(VILLAGE), GIDDALUR, PRAKASAM, ANDHRA PRADESH, 523357.

Dear SURE VENKATA NAGA VISWESH,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

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The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: SURE VENKATA NAGA VISWESH		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. VURIMI JAHNAVI PRIYANKA

42660, DAVID STREET, PURNANANDAPETA, VIJAYAWADA , KRISHNA, ANDHRA PRADESH,
520003.

Dear VURIMI JAHNAVI PRIYANKA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,

International Tech Park Ltd.,

Whitefield Main Road,

Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

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Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: VURIMI JAHNAVI PRIYANKA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

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This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

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Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

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Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. MALLIPEDDI SRI VAISHNAVI

28887, KOLAVENNU CENTER , KOLAVENNU , KANKIPADU , KRISHNA, ANDHRA PRADESH,
521153.

Dear MALLIPEDDI SRI VAISHNAVI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

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You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

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Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

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GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: MALLIPEDDI SRI VAISHNAVI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Contact HR Team

Effective Date 10/12/2022

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. DUPPALAPUDI HEMA SAI

32-34-2/16, SUNKARA VARI STREET, MACHAVARAM, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520004.

Dear DUPPALAPUDI HEMA SAI,

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Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: DUPPALAPUDI HEMA SAI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. JAGUPILLA SAI KUMAR

4-9-2/5, 4-9-2/5, CHOLERAHOSPITAL,CHITTINAGAR, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520001.

Dear JAGUPILLA SAI KUMAR,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,

International Tech Park Ltd.,

Whitefield Main Road,

Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

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To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

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This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: JAGUPILLA SAI KUMAR		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. NEERAJA KOLLA

23-25-3, G.S.RAJU ROAD, SN.PURAM, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520011.

Dear NEERAJA KOLLA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,

International Tech Park Ltd.,

Whitefield Main Road,

Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

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The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

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- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

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Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: NEERAJA KOLLA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

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We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

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For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. KELLA NAGA INDU SRI

17654, NUZVID ROAD, EPURU, HANUMAN JUNCTION, WEST GODAVARI, ANDHRA PRADESH,
521105.

Dear KELLA NAGA INDU SRI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

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If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: KELLA NAGA INDU SRI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter
Version: 1.0
Contact HR Team

Effective Date 10/12/2022
Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential
Ref:
Dated: 10th Dec, 2022

Mr/Ms. PAGADALA KRISHNA PRIYA

25600, NEW LIBRARY ROAD, REDDYGUDEM MANDAL , KUNAPARAJUPARVA , KRISHNA,
ANDHRA PRADESH, 521215.

Dear PAGADALA KRISHNA PRIYA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

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GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

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All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: PAGADALA KRISHNA PRIYA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter
 Version: 1.0
 Contact HR Team

Effective Date 10/12/2022
 Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential
 Ref:
 Dated: 10th Dec, 2022

Mr/Ms. PAMARTHI KYATHI RAMADEVI

14-43/1, NAGULAVARI STREET, PATHA PETA, NUZVID, KRISHNA, ANDHRA PRADESH, 521201.

Dear PAMARTHI KYATHI RAMADEVI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.
 1st Floor, Voyager Block,
 International Tech Park Ltd.,
 Whitefield Main Road,
 Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

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The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

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- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

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We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

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Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: PAMARTHI KYATHI RAMADEVI		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

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 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
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Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. PEKETI VENKATA DURGA GANESH

10-105, REDDY GUDEM ROAD, GODUGUVARI GUDEM, NUZVID, KRISHNA, ANDHRA PRADESH, 521201.

Dear PEKETI VENKATA DURGA GANESH,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

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The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

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All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

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GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: PEKETI VENKATA DURGA GANESH		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. RAMISETTI SAI HARSHITHA

1-147, LINGAREDDYPALEM, NEAR SHIVALAYAM , LINGAREDDYPALEM, KRISHNA, ANDHRA PRADESH, 521328.

Dear RAMISETTI SAI HARSHITHA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,

International Tech Park Ltd.,

Whitefield Main Road,

Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

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The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

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All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

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The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

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authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

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- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: RAMISETTI SAI HARSHITHA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. SAMMETA PAVANI

2-127, RAMALAYAM TEMPLE BESIDE, PEDANA MANDALAM, MADAKA, KRISHNA, ANDHRA PRADESH, 521369.

Dear SAMMETA PAVANI,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: SAMMETA PAVANI		Date of Joining:10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. VAJRALA MUKESH REDDY

18994, NEAR BREMAM GARI TEMPLE , LIBRARY CENTER , NUNNA , KRISHNA, ANDHRA PRADESH, 521212.

Dear VAJRALA MUKESH REDDY,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
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Whitefield Main Road,
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Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

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GalaxE.Solutions India Pvt. Ltd

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With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

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The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
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- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

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You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

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All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

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If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



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GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically &mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.’s Medical Officer or the Medical Practitioner approved by “GalaxE.Solutions (I) Pvt. Ltd.”

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: VAJRALA MUKESH REDDY		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code: GLX_HR_TEM_OfferLetter

Version: 1.0

Effective Date 10/12/2022

Contact HR Team

Email galaxeindiahr@galaxe.com

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. REDDY UMA MAHESWARA

13/114, TULASI NAGAR 1 ST LINE, SANATH NAGAR, VIJAYAWADA , KRISHNA, ANDHRA PRADESH, 520007.

Dear REDDY UMA MAHESWARA,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,

International Tech Park Ltd.,

Whitefield Main Road,

Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

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The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

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All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

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authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company or any of its respective clients, in connection with the business or affairs of the Company or any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
- (e) all product design and manufacturing information, and all methods, processes and techniques of doing business; and
- (f) any other information which may be termed confidential by the Company and whose dissemination may seriously compromise and jeopardise the business interests of the Company, which has or may have come to his knowledge during the continuance of this Agreement.

Unless and until such information:

- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

The Employee agrees and confirms that all Confidential Information is and shall remain the property of the Company at all times and that the Employee shall keep the Confidential Information in secure condition and render all assistance required by the Company to prevent and safeguard against improper use of the Confidential Information.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuracy of the testimonials and information provided

This Offer Letter and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, GalaxE.Solutions (I) Pvt. Ltd. may get this confirmed by GalaxE.Solutions (I) Pvt.Ltd.'s Medical Officer or the Medical Practitioner approved by "GalaxE.Solutions (I) Pvt. Ltd."

The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: REDDY UMA MAHESWARA		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

Food Coupons



Extra Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

Provident Fund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitment

Offer Letter

Doc.Code:	GLX_HR_TEM_OfferLetter	Effective Date	10/12/2022
Version:	1.0	Email	galaxeindiahr@galaxe.com
Contact	HR Team		

OFFER LETTER

Private & Confidential

Ref:

Dated: 10th Dec, 2022

Mr/Ms. TADIPARTHI SANKAR BABU

4-151, ASHOK NAGAR, PEDA AVUTAPALLI, PEDA AVUTAPALLI, KRISHNA, ANDHRA PRADESH, 521286.

Dear TADIPARTHI SANKAR BABU,

In continuation to our various discussions we are pleased to offer you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developer. This is the beginning of a long and rewarding career with GalaxE.Solutions.

Your joining date is tentatively 10th December 2022; within the third week of December 2022, you will receive a follow-up email with a confirmed start date and additional details. Please arrive at 9:00 AM on your first day of employment at the following location to complete onboarding work and new hire orientation. Any change in your employment start date is at the sole discretion of the Company.

GalaxE.Solutions India Pvt. Ltd.

1st Floor, Voyager Block,
International Tech Park Ltd.,
Whitefield Main Road,
Bangalore – 560066, INDIA.

Compensation and Benefits

- a) Your Annual CTC (Year 1) is Rs. 450,650/- p.a. This includes your Loyalty Bonus and Variable Bonus (if applicable). For detailed breakup please refer to Annexure 1. The salary would be applicable from the date of joining which is tentatively 10th December 2022.
- b) GalaxE offers wide-range of Employee benefits and for more details please refer to Annexure 2.
- c) You will be required to enter into a training contract with the company. The contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.



Place of Work

Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally(Overseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organizations vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

Employment Terms

Probation Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.



Notwithstanding any other term of this letter, the Company shall have the right to terminate the Employment forthwith without any notice or payment in lieu of notice on disciplinary grounds in case of Employee's proven gross misconduct, or for contravention of any of the Policies, or in the event of the Employee being held guilty of any crime or any other act involving moral turpitude, or for breach of any material provision of this Agreement

In the event of the termination of the Employment, the Employee shall immediately (i) return to the Company all documents and any copies thereof and all Confidential Information and other property/material of whatsoever nature belonging to the Company in his/her possession related to and connected with the business and the affairs of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company under this Agreement. Upon termination of Employee's Employment the Employee shall obtain clearance from the relevant person(s), department(s) on production of which alone the Employee's dues, if any, will be cleared by the Company

Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation except in situations where the employees is in a medical emergency forself.

Leave

Annual Earned leave: Employees are entitled to paid leave of twelve (12) working days in one calendar year.

Holidays: Employees are entitled to ten (10) days of paid public holidays in one calendar year. Further, the Employee shall be entitled to avail such other holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees are entitled for 6 days of Casual leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Medical Leaves: Employees are entitled for 6 days of Medical leaves every calendar year. This category of leave cannot be encashed or carried forward i.e. they will lapse at the end of each calendar year

Working Hours

Total working hours per week is 48 hours. The general working hours will be 9.00 a.m. to 6.30 p.m. Monday to Friday, with 30 minutes lunch break. However, the start and end timings are subject to change as per the business requirements.

Retirement

All Employees of GalaxE.Solutions will retire from the services of the Company on reaching the age of 58 years.

Past Record

If any declaration or information furnished by the Employee to the Company proves to be false or misleading in any respect or if the Employee is found to have wilfully suppressed any material information, the



Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice or compensation whatsoever.

Employment duties

GalaxE.Solutions hereby employs the Employee and the Employee accepts such Employment in the capacity Associate Developer at Bangalore to perform the Job Description on the terms and conditions set out herein. The Employee agrees that depending on Company's business requirements the Job Description may be modified by the Company from time to time. The Employee shall also perform such other and unrelated services and duties as may be assigned to him from time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standards and regulations established by the Company from time to time (as the same may be amended by the Company), and shall perform his/her duties and responsibilities faithfully, diligently, and to the best of his/her ability with due care and caution.

The Employee shall direct his/her best efforts to promote the interests of the Company, its operations and all its activities.

The Employee shall operate out of the Company's facility at ITPL Bangalore and shall work for such hours as may be reasonably required for the proper discharge of his/her duties.

The Employee shall not take advantage of any business opportunity of which the Company or any of its subsidiaries or affiliates may be considering taking advantage of, or have decided to take advantage of, or may take advantage of, if presented with the opportunity nor shall the Employee derive any advantage or benefit in any other manner except for and on behalf of the Company and with its knowledge.

Intellectual Property Rights

All computer software, programs, inventions, designs, improvements, or processes, which the Employee may make or devise either alone or jointly with others during the term of this Agreement, pertaining to the operations or business of the Company, and arising out of the work or responsibilities performed by the Employee under this Agreement and all intellectual property therein (collectively "Intellectual Property") shall belong exclusively to the Company and the Employee shall neither have nor be entitled to make any claims in respect thereto.

For the purposes of above, the Employee shall promptly disclose and deliver to the Company all information and data in his/her possession, necessary to facilitate and impart a full and complete understanding of the Intellectual Property. The Employee shall also assist the Company in every way, without any charge but at the cost and expense of the Company, in obtaining protection for said Intellectual Property in India and other countries.

The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to



the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation or business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using the Employee Software. Further, Employee agrees to hereby assign to the Company or its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company or its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's or its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written



authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company or Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software or the Employee Software and its use by the Company or its customers, subject to the conditions mentioned above, will not in any manner result in infringement or violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company or its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

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As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company or its business, affairs, dealings or operations or the Company's customers or their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

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- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;
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- (i) Is voluntarily disseminated by the Company to the public;
- (ii) Becomes part of the public domain through lawful means and not as a result of a breach of this Clause; or
- (iii) Is required to be disclosed by law.



Save as may be required by law, the Employee shall not, during the period of his Employment with the Company or thereafter for a period of 3 years, use or attempt to use, divulge, communicate or exploit any Confidential Information, directly or indirectly, partially or in whole, under any circumstances or by any means, to any third person without the prior express written consent of the Company. The Employee shall not, during the period of his Employment with the Company or thereafter, directly or indirectly, copy, transmit, reproduce, summarize, quote or make any commercial or other use whatsoever of any Confidential Information, except as may be necessary to perform his duties as an Employee of the Company hereunder.

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The offer is subject to Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

DECLARATION

I, _____ accept this offer of Employment with GalaxE.Solutions and agree the terms and conditions outlined in this letter.

Name : _____

Signature : _____

Date : _____



ANNEXURE 1

Compensation Details:

Name: TADIPARTHI SANKAR BABU		Date of Joining: 10th Dec 2022
Designation: Associate Developer		Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	32,000	384,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Loyalty Bonus	--	18,000
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

Loyalty Bonus (LB): Loyalty bonus is payable on a yearly (12 months) completion of Employment with the company.

Gratuity: Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

Taxation: Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA*
 Your indicative annual CTC for year 3 can be up to Rs.11 LPA *
 * *Based on performance*

ANNEXURE 2

House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

Medical Insurance: Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

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Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

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Others elements: Professional literature, T &D, Telephone/Mobile bills etc.

Pre-joining Formalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries you can call at +91-80-41429734 or email you can email to srajaiah@galaxe.com

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Photocopy of Passport
- Photocopy of PAN Card

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications or assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications or assistance related to Pre Onboarding documentation.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.



For GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink that reads "Sangeeta".

Sangeeta Bharat
Associate VP - Recruitmen



5.1.3 The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities
 1. Soft skills, 2. Language and communication skills, 3. Life skills (Yoga, physical fitness, health and hygiene) 4. Awareness of trends in technology

Name of the Capacity Development and Skill Enhancement programme	Year of implementation	Number of students enrolled	Name of the agencies/consultants involved with contact details, if any
A Two Day Virtual Session on "Entering Finance and Banking Sectors"	21-6-2021 to 22-6-2021	219	Mr. Manjunadh, State Street HCL, Service Team
A One Day Virtual Session on "Soft Skills needed for MNC interviews & Preparing Effective Resumes"	28-6-2021	225	Mr. D. Abhishek, Virtusa
A Two Day Virtual Session on "Soft Skills for grabbing High Salaried Jobs"	16-8-2021 to 17-8-2021	195	Ms. Anuradha, CEO, Black Bucks
A One Week workshop on " Latest Technology Training in JAVA Fullstack"	13-9-2021 to 18-9-2021	210	Mr. Narasimha, Black Bucks
A Two Day programme on "Enhancing Power Coding Skills to suit Recent Trends"	24-9-2021 to 25-9-2021	210	Mr. Raj Kumar, Black Bucks
A One Week programme on "Python Programming as per latest modes of Technology"	18-10-2021 to 23-10-2021	140	Ms. Anushya, Instacks
A Two Day programme on "Soft Skills for Engineers"	13-12-2021 to 14-12-2021	70	Ms. Syed Ashrath Parveena, Communication & Soft Skills Trainer
A One Week program on "Acquiring Better Health through Yoga and Meditation"	20-12-2021 to 24-12-2021	70	Ms. Jhansi Lakshmi, Yoga Trainer
A One Day Session on "Recent Trends in Design & Development using Autocad"	28-2-2022	70	Mr. Bappana Sastry, Cadsys India Ltd
A Two Day Workshop on "Coding Made Easy"	8-3-2022 to 9-3-2022	140	Mr. Daggibati Sravan, Develop Trees
A One Day programme on "Effective Communication for improving Interview Skills"	23-3-2022	70	Mr. Satya Muthry Rao, Manager-HR, TVS Upasana
A One Week Hands-on-experience Session on "Enhancing Programing Skills"	4-4-2022 to 9-4-2022	140	Mr. Mittal Bid, Coditas
A Two Day Seminar on "Promoting Language Skills to Communicate Better"	18-4-2022 to 19-4-2022	140	Mr. Natarajan, ALLSEC
A Two Day Workshop on "Etiquettes for Better Communication & Soft Skills"	13-5-2022 to 14-5-2022	140	Ms. Shilpa, HR-Wipro
A OneDay Seminar on "Enhancing Communication Skills to meet Industry needs"	23-5-2022	70	Mr. J.V. Narasimha Rao, Communication Skills Trainer


 Head - Training

NRI INSTITUTE OF TECHNOLOGY
 Pothavarappadu (V), (Via Nunna)
 Agripalli (M), Krishna (Dt)
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 Principal

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CIRCULAR

DATE: 18-06-2021

This is to inform all the Heads of the Departments that A Two Day Virtual Session on "Entering Finance and Banking Sectors" is scheduled from 21-6-2021 to 22-6-2021, 10:00 am to 4:00 pm by the Training & Placement Cell. Hence see that all final year students attend the session without fail.

Dr. T. Sreelatha

Training Head

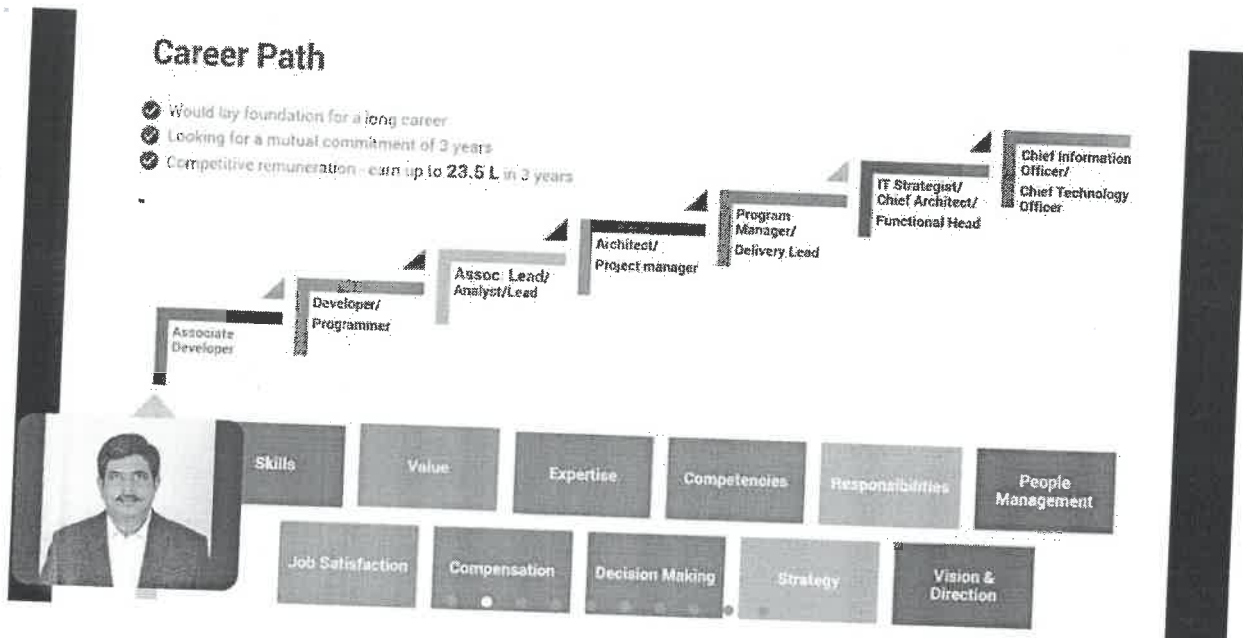
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Dr C Naga Bhaskar 18/6/21
Principal
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Pothavarappadu (V), Agiripalli (M)

Copies to:

1. Heads of all Departments
2. Training & Placement Cell

Mr. Manjunadh, State Street HCL, Service Team



A Two Day Virtual Session on "Entering Finance and Banking Sectors"

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REPORT ON A TWO DAY VIRTUAL SESSION ON “Entering Finance and Banking Sectors”

A Two day virtual session was organized by the Training & Placement Cell to IV year students from 21-6-2021 to 22-6-2021 to instill and promote their awareness on finance and banking areas. The resource person was from State Street HCL, Service Team, Mr. Manjunadh. He briefed on the scope and probable success rate of the respective sectors which will be helpful to the students who opt them as their working preferences. Moreover it was also stated that those who plan to become entrepreneurs would be benefitted from the said topics.

The session helped in clarifying various queries raised by the students regarding probable career opportunities in the said field. Certain tips were shared to focus on the chosen career and the efforts to be taken to make their dreams come true.

The students expressed their contentment that the program was very informative to them.

The resource person also appreciated the student's attention and interest during the session. He motivated the students to be confident and to concentrate on their chosen career choices.

(Dr. T. Sreelatha)

Training Head

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CIRCULAR

DATE: 25-06-2021

This is to inform all the Heads of Departments that A One Day Virtual Session on "Soft Skills needed for MNC interviews & Preparing Effective Resumes" is scheduled on 28-6-2021 from 10:00 am to 4:00 pm by the Training & Placement Cell. You are requested to instruct all the final year students to attend the session without fail.

Dr. T. Sreelatha
Training Head

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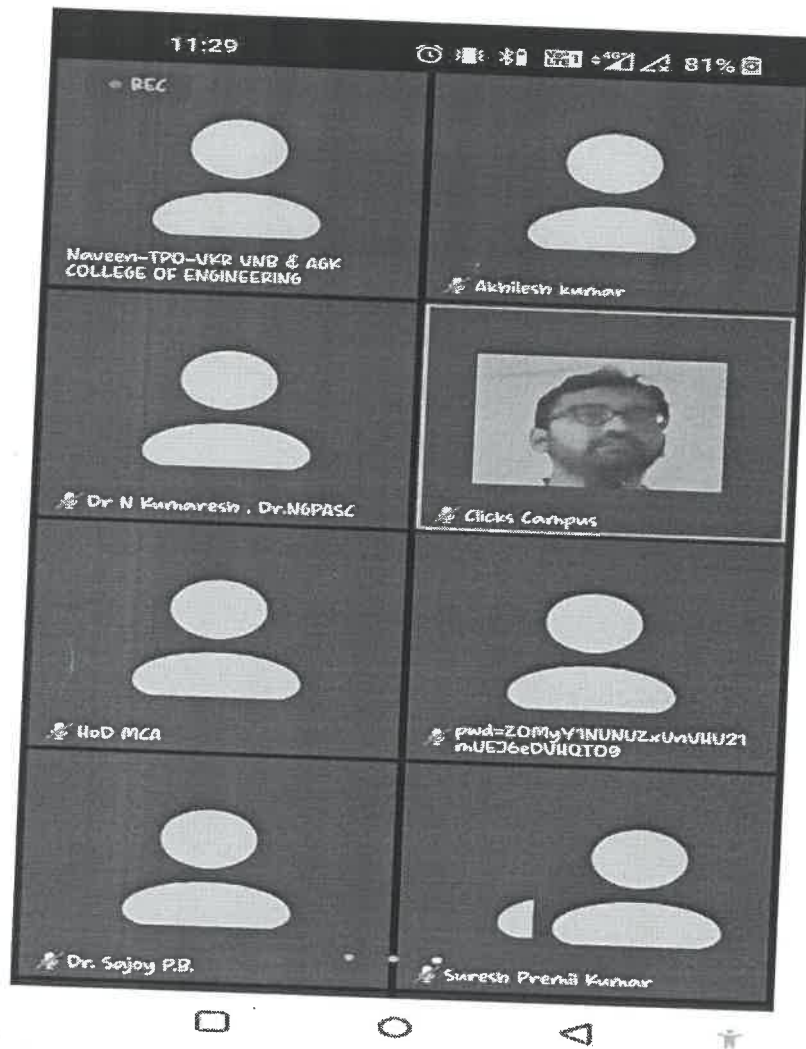
Dr C Naga Bhaskar

Principal
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Mr. D. Abhishek, Virtusa



A One Day Virtual Session on "Soft Skills needed for MNC interviews & Preparing Effective Resumes"



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REPORT ON A ONE DAY VIRTUAL SESSION ON

“Soft Skills needed for MNC interviews & Preparing Effective Resumes”

A One day virtual session was organized to the IV year B.Tech students by the Training & Placement Cell on 28-6-2021 to prepare the students for the approaching interviews. The resource person was Mr. D. Abhishek from Virtusa. He threw light on a few very important HR questions and the probable ways of answering them in a smart manner. Focus was also laid on preparing the resumes in a very effective manner so as to impress and convince the HR team. All the essentials of the resume were dealt with in a detailed manner.

The session was truly helpful to the students in clarifying some simple but important doubts regarding answering HR questions. The interactive space provided by the speaker was much appreciated and made best use of by the students.

The program was well received by the students who responded much positively about the resources.

Student's rapt attention and interaction was well appreciated by the resource.

(Dr. T. Sreelatha)

Training Head

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CIRCULAR

DATE: 14-08-2021

This is to inform the Heads of all Departments that **A Two Day Virtual Session on "Soft Skills for grabbing High Salaried Jobs"** from 16-08-2021 to 17-08-2021, 10:00 am to 4:00 pm by the Training & Placement Cell. Hence see that the final year students utilize the session with minimum deviation.

Dr. T. Sreelatha
Training Head

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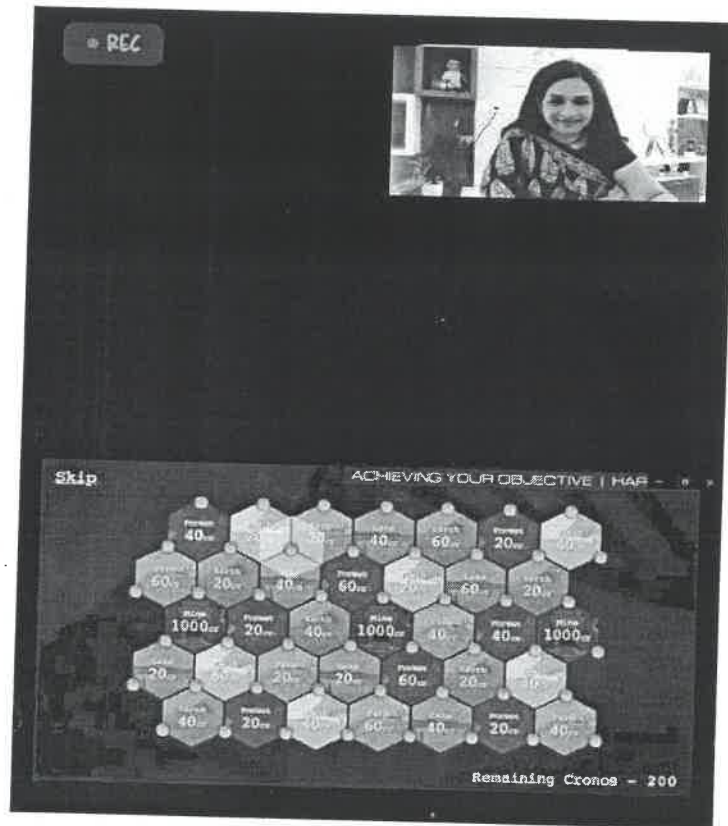
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2. Training & Placement Cell

Ms. Anuradha, CEO, Black Bucks



A Two Week Value added programme on "How to grab High Salaried Jobs"

Anuradha



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REPORT ON A TWO DAY VIRTUAL SESSION ON “Soft Skills for grabbing high-salaried jobs”

A Two day virtual session on “Soft Skills for grabbing high-salaried jobs” was held and conducted by Ms. Anuradha, CEO of Black Bucks under the coordination of Training & Placement Cell from 16-08-2021 to 17-08-2021. The training was aimed at hitting high packages with effective focus on a few areas of demand in the soft ware field. The needed skills for coding, successfully creating new codes using various languages were well focused. Effective way of answering in the HR round, excellent communication skills were a few areas that were dealt with in relevance to grabbing high packages.

The inputs were well taken by the students who were enthusiastic from the beginning by their continuous interaction and active participation.

(Dr. T. Sreelatha)

Training Head

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CIRCULAR

DATE: 11-09-2021

This is to inform the Heads of the Departments of CSE, ECE, EEE and IT that A One Week workshop on "Latest Technology Training in JAVA Full stack" is scheduled from 13-9-2021 to 18-9-2021, 10:00 am to 4:00 pm by the Training & Placement Cell at the Dassault Laboratory, Civil Block. Hence see that the final year students utilize the session with least deviation.

Dr. T. Sreelatha
Training Head

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Copies to:

1. CSE, ECE, EEE and IT IV year classes- to be read in the classes
2. Heads of CSE, ECE, EEE and IT Departments
3. Training & Placement Cell

Mr. Narasimha, Black Bucks



A One Week workshop on "Latest Technology Training in JAVA Fullstack"

Class



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Technology
 Latest Training in Java Full Stack

19KM

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
2112	D	D	D	D	D	D	D	18	Mo	Mo	Mo	Mo	Mo	Mo	Mo
612	P	P	P	P	P	P	P	182	u	u	u	u	u	u	u
613	De	De	De	De	De	De	De	183	u	u	u	u	u	u	u
312	H	H	H	H	H	H	H	184	u	u	u	u	u	u	u
411	u	u	u	u	u	u	u	185	u	u	u	u	u	u	u
614	u	u	u	u	u	u	u	361	u	u	u	u	u	u	u
613	u	u	u	u	u	u	u	382	u	u	u	u	u	u	u
613	u	u	u	u	u	u	u	383	u	u	u	u	u	u	u
312	u	u	u	u	u	u	u	384	u	u	u	u	u	u	u
313	u	u	u	u	u	u	u	385	u	u	u	u	u	u	u
314	R	R	R	R	R	R	R	412	u	u	u	u	u	u	u
315	u	u	u	u	u	u	u	413	u	u	u	u	u	u	u
316	u	u	u	u	u	u	u	414	u	u	u	u	u	u	u
412	u	u	u	u	u	u	u	415	u	u	u	u	u	u	u
413	u	u	u	u	u	u	u	416	u	u	u	u	u	u	u
414	u	u	u	u	u	u	u	512	u	u	u	u	u	u	u
415	u	u	u	u	u	u	u	531	u	u	u	u	u	u	u
416	u	u	u	u	u	u	u	532	u	u	u	u	u	u	u
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713	u	u	u	u	u	u	u	534	u	u	u	u	u	u	u
714	u	u	u	u	u	u	u	712	u	u	u	u	u	u	u
715	u	u	u	u	u	u	u	713	u	u	u	u	u	u	u
832	u	u	u	u	u	u	u	714	u	u	u	u	u	u	u
833	u	u	u	u	u	u	u	715	u	u	u	u	u	u	u
834	u	u	u	u	u	u	u	716	u	u	u	u	u	u	u
835	u	u	u	u	u	u	u	101	u	u	u	u	u	u	u
101	u	u	u	u	u	u	u	612	u	u	u	u	u	u	u
102	u	u	u	u	u	u	u	171	u	u	u	u	u	u	u
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105	S	S	S	S	S	S	S	312	u	u	u	u	u	u	u
681	u	u	u	u	u	u	u	412	u	u	u	u	u	u	u
682	u	u	u	u	u	u	u	512	u	u	u	u	u	u	u
683	u	u	u	u	u	u	u	612	u	u	u	u	u	u	u
684	u	u	u	u	u	u	u	512	u	u	u	u	u	u	u

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Latest Technology Training in Java Fullstack

18/11/21

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
2201	Vasan	Vasan	Vasan	Vasan	Vasan	Vasan	Vasan	63132	gopi	gopi	gopi	gopi	gopi	gopi	gopi
202	Prasad	Prasad	Prasad	Prasad	Prasad	Prasad	Prasad	142	Surya	Surya	Surya	Surya	Surya	Surya	Surya
203	Hana Rao	Hana Rao	Hana Rao	Hana Rao	Hana Rao	Hana Rao	Hana Rao	762	Niki	Niki	Niki	Niki	Niki	Niki	Niki
204	Venkat Rao	Venkat Rao	Venkat Rao	Venkat Rao	Venkat Rao	Venkat Rao	Venkat Rao	183	Kan	Kan	Kan	Kan	Kan	Kan	Kan
205	Penta Rao	Penta Rao	Penta Rao	Penta Rao	Penta Rao	Penta Rao	Penta Rao	232	Rith	Rith	Rith	Rith	Rith	Rith	Rith
301	Durga Rao	Durga Rao	Durga Rao	Durga Rao	Durga Rao	Durga Rao	Durga Rao	841	PKS	PKS	PKS	PKS	PKS	PKS	PKS
302	Prani	Prani	Prani	Prani	Prani	Prani	Prani	302	Thg	Thg	Thg	Thg	Thg	Thg	Thg
303	Teja	Teja	Teja	Teja	Teja	Teja	Teja	632	moni	moni	moni	moni	moni	moni	moni
389	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	592	F	F	F	F	F	F	F
431	Kalya	Kalya	Kalya	Kalya	Kalya	Kalya	Kalya	842	G	G	G	G	G	G	G
432	Sakthi	Sakthi	Sakthi	Sakthi	Sakthi	Sakthi	Sakthi	632	H	H	H	H	H	H	H
433	Tanika	Tanika	Tanika	Tanika	Tanika	Tanika	Tanika	101	I	I	I	I	I	I	I
501	Jyoti	Jyoti	Jyoti	Jyoti	Jyoti	Jyoti	Jyoti	732	J	J	J	J	J	J	J
502	Chaitanya	Chaitanya	Chaitanya	Chaitanya	Chaitanya	Chaitanya	Chaitanya	841	K	K	K	K	K	K	K
503	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	302	L	L	L	L	L	L	L
504	Karthi	Karthi	Karthi	Karthi	Karthi	Karthi	Karthi	672	M	M	M	M	M	M	M
505	Tanika	Tanika	Tanika	Tanika	Tanika	Tanika	Tanika	682	N	N	N	N	N	N	N
731	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	632	O	O	O	O	O	O	O
701	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	431	P	P	P	P	P	P	P
751	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	932	Q	Q	Q	Q	Q	Q	Q
761	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	641	R	R	R	R	R	R	R
813	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	841	S	S	S	S	S	S	S
832	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	932	T	T	T	T	T	T	T
834	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	811	U	U	U	U	U	U	U
847	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	612	V	V	V	V	V	V	V
881	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	512	W	W	W	W	W	W	W
387	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	732	X	X	X	X	X	X	X
303	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	733	Y	Y	Y	Y	Y	Y	Y
384	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	701	Z	Z	Z	Z	Z	Z	Z
271	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	758	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna
272	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	112	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna
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279	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	104	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna	Prasanna

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18KN1A051	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	18KN1A051	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh
18KN1A052	Nand	Nand	Nand	Nand	Nand	Nand	Nand	18KN1A052	Sony	Sony	Sony	Sony	Sony	Sony	Sony
18KN1A053	S.K. Anil	S.K. Anil	S.K. Anil	S.K. Anil	S.K. Anil	S.K. Anil	S.K. Anil	18KN1A053	Smiti	Smiti	Smiti	Smiti	Smiti	Smiti	Smiti
18KN1A054	Mastan	Mastan	Mastan	Mastan	Mastan	Mastan	Mastan	18KN1A054	Pooja	Pooja	Pooja	Pooja	Pooja	Pooja	Pooja
18KN1A055	Seci	Seci	Seci	Seci	Seci	Seci	Seci	18KN1A055	Syam	Syam	Syam	Syam	Syam	Syam	Syam
18KN1A056	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	18KN1A056	Kriti	Kriti	Kriti	Kriti	Kriti	Kriti	Kriti
18KN1A057	Begum	Begum	Begum	Begum	Begum	Begum	Begum	18KN1A057	Kajal	Kajal	Kajal	Kajal	Kajal	Kajal	Kajal
18KN1A058	Rishi	Rishi	Rishi	Rishi	Rishi	Rishi	Rishi	18KN1A058	Pooja	Pooja	Pooja	Pooja	Pooja	Pooja	Pooja
18KN1A059	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	18KN1A059	Teisha	Teisha	Teisha	Teisha	Teisha	Teisha	Teisha
18KN1A060	Nanya	Nanya	Nanya	Nanya	Nanya	Nanya	Nanya	18KN1A060	Nandini	Nandini	Nandini	Nandini	Nandini	Nandini	Nandini
18KN1A061	Teja	Teja	Teja	Teja	Teja	Teja	Teja	18KN1A061	Sneha	Sneha	Sneha	Sneha	Sneha	Sneha	Sneha
18KN1A062	D.Prem	D.Prem	D.Prem	D.Prem	D.Prem	D.Prem	D.Prem	18KN1A062	Nanya	Nanya	Nanya	Nanya	Nanya	Nanya	Nanya
18KN1A063	Gopi	Gopi	Gopi	Gopi	Gopi	Gopi	Gopi	18KN1A063	Bretha	Bretha	Bretha	Bretha	Bretha	Bretha	Bretha
18KN1A064	Mahesh	Mahesh	Mahesh	Mahesh	Mahesh	Mahesh	Mahesh	18KN1A064	Hansi	Hansi	Hansi	Hansi	Hansi	Hansi	Hansi
18KN1A065	Pooja	Pooja	Pooja	Pooja	Pooja	Pooja	Pooja	18KN1A065	Jackson	Jackson	Jackson	Jackson	Jackson	Jackson	Jackson
18KN1A066	Rishi	Rishi	Rishi	Rishi	Rishi	Rishi	Rishi	18KN1A066	Richard	Richard	Richard	Richard	Richard	Richard	Richard
18KN1A067	Sugra	Sugra	Sugra	Sugra	Sugra	Sugra	Sugra	18KN1A067	Smiti	Smiti	Smiti	Smiti	Smiti	Smiti	Smiti
18KN1A068	Naresh	Naresh	Naresh	Naresh	Naresh	Naresh	Naresh	18KN1A068	Prathi	Prathi	Prathi	Prathi	Prathi	Prathi	Prathi
18KN1A069	Kishor	Kishor	Kishor	Kishor	Kishor	Kishor	Kishor	18KN1A069	Pam	Pam	Pam	Pam	Pam	Pam	Pam
18KN1A070	Ashraf	Ashraf	Ashraf	Ashraf	Ashraf	Ashraf	Ashraf	18KN1A070	Satyam	Satyam	Satyam	Satyam	Satyam	Satyam	Satyam
18KN1A071	Akbar	Akbar	Akbar	Akbar	Akbar	Akbar	Akbar	18KN1A071	Ram	Ram	Ram	Ram	Ram	Ram	Ram
18KN1A072	Tharun	Tharun	Tharun	Tharun	Tharun	Tharun	Tharun	18KN1A072	Siba	Siba	Siba	Siba	Siba	Siba	Siba
18KN1A073	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	Harsh	18KN1A073	Krusha	Krusha	Krusha	Krusha	Krusha	Krusha	Krusha
18KN1A074	RP	RP	RP	RP	RP	RP	RP	18KN1A074	Megha	Megha	Megha	Megha	Megha	Megha	Megha
18KN1A075	Su	Su	Su	Su	Su	Su	Su	18KN1A075	Ajuna	Ajuna	Ajuna	Ajuna	Ajuna	Ajuna	Ajuna
18KN1A076	S	S	S	S	S	S	S	18KN1A076	Sany	Sany	Sany	Sany	Sany	Sany	Sany
18KN1A077	Ad	Ad	Ad	Ad	Ad	Ad	Ad	18KN1A077	Moulik	Moulik	Moulik	Moulik	Moulik	Moulik	Moulik
18KN1A078	Kes	Kes	Kes	Kes	Kes	Kes	Kes	18KN1A078	Lakshmi	Lakshmi	Lakshmi	Lakshmi	Lakshmi	Lakshmi	Lakshmi
18KN1A079	San	San	San	San	San	San	San	18KN1A079	Shani	Shani	Shani	Shani	Shani	Shani	Shani
18KN1A080	Bhan	Bhan	Bhan	Bhan	Bhan	Bhan	Bhan	18KN1A080	Nishith	Nishith	Nishith	Nishith	Nishith	Nishith	Nishith
18KN1A081	Nani	Nani	Nani	Nani	Nani	Nani	Nani	18KN1A081	Mangya	Mangya	Mangya	Mangya	Mangya	Mangya	Mangya
18KN1A082	Wani	Wani	Wani	Wani	Wani	Wani	Wani	18KN1A082	Suja	Suja	Suja	Suja	Suja	Suja	Suja
18KN1A083	Mohan	Mohan	Mohan	Mohan	Mohan	Mohan	Mohan	18KN1A083	Siva	Siva	Siva	Siva	Siva	Siva	Siva

[Handwritten Signature]

TRAINING HEAD
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Pothavarappadu(V), (Via Nunra)
Agiripalli (M), Krishna (Dt)



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URL : www.nrigroupofcolleges.ac.in, Ph : 0866 2489666, Email : principal@nriit.edu.in

REPORT ON A ONE WEEK WORKSHOP ON “Latest Technology Training in Java Full Stack”

A One week workshop on ‘Latest Technology Training in Java Full Stack’ was conducted by Mr. Narasimha from Black Bucks with the coordination of the Training & Placement Cell from 13-09-2021 to 18-09-2021. The training was aimed at improving students’ hands on experience on very important technical aspects from Java that suit the industry requirement. It enables the students to develop ease in coding and writing programs as a part of fulfillment of the campus placement requirement. The inputs and practical laboratory sessions were much beneficial to the final year students for getting ready for placements.

The training was well received by the students who utilized it to the fullest by their continuous interaction and active participation.

(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
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CIRCULAR

DATE: 21-09-2021

This is to inform the Heads of Departments of CSE, ECE, EEE and IT that A Two Day program on "Enhancing Power Coding Skills to suit Recent Trends" is scheduled from 24-9-2021 to 25-9-2021, 10:00 am to 4:00 pm by the Training & Placement Cell at Dassault Lab, Civil Block. Therefore, ensure that all your final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212

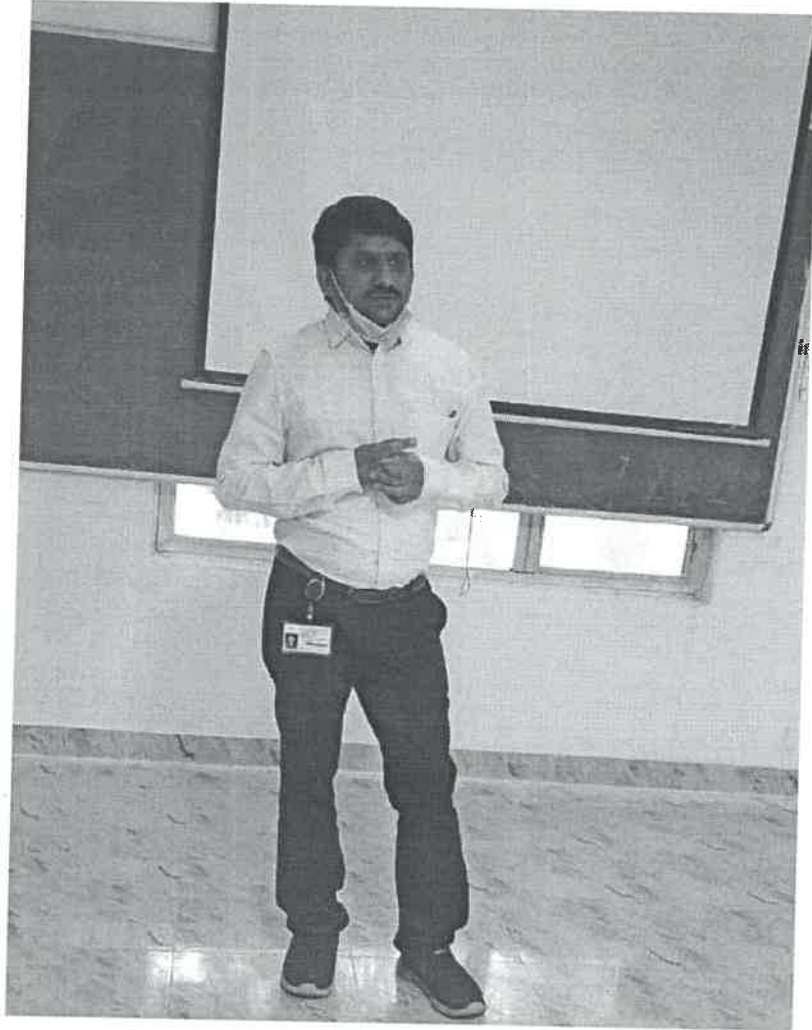
Dr C Naga Bhaskar
Principal

PRINCIPAL
NRI Institute of Technology
Pothavarappadu (V), Agiripalli (..

Copies to:

1. CSE, ECE, EEE and IT IV year classes- to be read in the classes
2. Heads of CSE, ECE, EEE and IT Departments
3. Training & Placement Cell

Mr. Raj Kumar, Black Bucks



A Two Day programme on "Enhancing Power Coding Skills to suit Recent Trends"

J. Kumar



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Enhancing Power Coding Skills to suit Recent Trends

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KNIAD02	Ramesh	Ramesh	320	saradhi	saradhi
503	Sai kuma	Sai kuma	321	Harish	Harish
504	uday	uday	323	Guarani	Guarani
506	Kivan	Kivan	18KNIAD20	Pujitha	Pujitha
507	SUPRaja	SUPRaja	213	Hanitha	Hanitha
508	Nagaraju	Nagaraju	202	Krishna	Krishna
512	Groth	Groth	212	pavan	pavan
515	Ramu	Ramu	204	Bhagavi	Bhagavi
525	Rakesh	Rakesh	205	Rajesh	Rajesh
530	Maje	Maje	207	lalitha	lalitha
532	sivatejasuri	sivatejasuri	215	pritya	pritya
534	Salya	Salya	216	Ashok	Ashok
533	Sai	Sai	214	Bhagkan	Bhagkan
536	Pall	Pall	211	Pavani	Pavani
535	Harish	Harish	206	Smitha	Smitha
18KIAD402	Raju	Raju	219	surya	surya
404	Gunasree	Gunasree	218	Anija	Anija
405	Ram	Ram	18KNIAD19	Suresh	Suresh
416	Abhi	Abhi	113	Pujitha	Pujitha
417	Ash	Ash	112	SPTA	SPTA
418	Srinu	Srinu	110	Kalyan Ram	Kalyan Ram
419	Pakshi	Pakshi	114	Bharan	Bharan
420	Ganesh	Ganesh	111	Jyothi	Jyothi
421	Madhukar	Madhukar	102	rani	rani
422	GOPT	GOPT	105	Dharani	Dharani
423	Sahil	Sahil	109	Bhanath	Bhanath
18KNIAD	Abhi Ram	Abhi Ram	109	Gopinadh	Gopinadh
301	Jani	Jani	121	Pallavi	Pallavi
302	Kishu	Kishu	123	Rajkumar	Rajkumar
305	Vijay krish	Vijay krish	126	Anushe	Anushe
306	Mahesh	Mahesh	127	Hastini	Hastini
311	Anand	Anand	129	Rajitha	Rajitha
312	Ramesh	Ramesh	130	Ramya	Ramya
315	Anil	Anil	132	Sudiksha	Sudiksha
317	Kumar	Kumar	151	Arijun	Arijun

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Enhancing Power Coding Skills to suit Recent Trends.

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KNIA0501	M. RAJU	M. RAJU	18KNIA0501	P. Mahalateshm	P. Mahalateshm
18KNIA0502	ch. Ashikumar	ch. Ashikumar	18KNIA0502	K. Akash	K. Akash
18KNIA0503	S. Sudharani	S. Sudharani	18KNIA0503	K. Vishnu	K. Vishnu
18KNIA0504	manishyam K	manishyam K	18KNIA0504	Kirannmayee	Kirannmayee
18KNIA0505	B. Nayana	B. Nayana	18KNIA0505	S. Ana	S. Ana
18KNIA0506	P. Vijaykumar	P. Vijaykumar	18KNIA0506	P. Akhila	P. Akhila
18KNIA0507	D. Likhitha	D. Likhitha	18KNIA0507	Sk. Kajal	Sk. Kajal
18KNIA0508	K. Ravi	K. Ravi	18KNIA0508	R. Supriya	R. Supriya
18KNIA0509	S. preeti	S. preeti	18KNIA0509	Lothasri	Lothasri
18KNIA0510	A. Bhargavi	A. Bhargavi	18KNIA0510	Ranya Sri	Ranya Sri
18KNIA0511	T. Aashika	T. Aashika	18KNIA0511	L. Balu Rao	L. Balu Rao
18KNIA0512	B. Pranetha	B. Pranetha	18KNIA0512	T. Likhitha	T. Likhitha
18KNIA0513	V. Anusha	V. Anusha	18KNIA0513	Sk. Karshma	Sk. Karshma
18KNIA0514	M. Sai Teja	M. Sai Teja	18KNIA0514	B. Jyothi	B. Jyothi
18KNIA0515	A. Mani	R. Mani	18KNIA0515	K. Supraja	K. Supraja
18KNIA0516	V. Greetha	V. Greetha	18KNIA0516	M. Seetha	M. Seetha
18KNIA0517	P. sneha	P. sneha	18KNIA0517	Y. Laasya	Y. Laasya
18KNIA0518	S. Bhuvana	S. Bhuvana	18KNIA0518	D. Prasad	D. Prasad
18KNIA0519	D. Saravika	D. Saravika	18KNIA0519	Kranthi	Kranthi
18KNIA0520	V. Kishore	V. Kishore	18KNIA0520	G. Balaji	G. Balaji
18KNIA0521	M. M. Keeravani	M. M. Keeravani	18KNIA0521	Sk. Rihana	Sk. Rihana
18KNIA0522	A. Venkatesh	A. Venkatesh	18KNIA0522	M. Hari Prasad	M. Hari Prasad
18KNIA0523	A. Swathi	A. Swathi	18KNIA0523	K. Venkat	K. Venkat
18KNIA0524	SK. sharmila	SK. sharmila	18KNIA0524	M. Srihitha	M. Srihitha
18KNIA0525	Z. Azeem	Z. Azeem	18KNIA0525	Tharufa K	Tharufa K
18KNIA0526	S. Akash	S. Akash	18KNIA0526	T. Srujana	T. Srujana
18KNIA0527	N. Krishna	N. Krishna	18KNIA0527	P. Steeve	P. Steeve
18KNIA0528	M. Pujitha	M. Pujitha	18KNIA0528	S. Kal Kesh	S. Kal Kesh
18KNIA0529	P. John Paul	P. John Paul	18KNIA0529	S. Ooha	S. Ooha
18KNIA0530	S. Preethi	S. Preethi	18KNIA0530	K. Dinesh	K. Dinesh
18KNIA0531	Sl. Akbar	Sl. Akbar	18KNIA0531	M. Modi	M. Modi
18KNIA0532	B. Poojitha	B. Poojitha	18KNIA0532	S. Mukiri	S. Mukiri
18KNIA0533	P. Ibrahim	P. Ibrahim	18KNIA0533	K. Prakash	K. Prakash
18KNIA0534	P. Pragna	P. Pragna	18KNIA0534	G. Lokesh	G. Lokesh
18KNIA0535	C. Naveen	C. Naveen	18KNIA0535	G. Venket	G. Venket

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Enhancing Power Coding skills to suit Recent Trends

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KN1A0100	Sh. Rukhsana	Sh. Rukhsana	18KN1A0507	R. Lakesh	R. Lakesh
18KN1A0512	M. Amrta	M. Amrta	18KN1A0509	T. Arun	T. Arun
18KN1A1212	V. Gayathri	V. Gayathri	18KN1A0550	K. Adarsh	K. Adarsh
18KN1A1214	Ch. Sravani	Ch. Sravani	18KN1A0556	L. Vani	L. Vani
18KN1A1204	P. Veni	P. Veni	18KN1A0557	M. Venkatesh	M. Venkatesh
18KN1A1212	P. Satya	P. Satya	18KN1A0561	Ran	Ran
18KN1A1206	S. Dhyaani	S. Dhyaani	18KN1A0568	Harsha	Harsha
18KN1A1208	K. Prassana	K. Prassana	18KN1A0571	Gouth	Gouth
18KN1A1209	K. Sravya	K. Sravya	18KN1A0575	Srin	Srin
18KN1A1212	S. Mounika	S. Mounika	18KN1A0573	Ravi	Ravi
18KN1A1214	R. Pavani	R. Pavani	18KN1A0595	Karan	Karan
18KN1A1261	Ch. Anuja	Ch. Anuja	18KN1A0584	Sudhakar	Sudhakar
18KN1A1229	P. Geetha	P. Geetha	18KN1A0585	Devi	Devi
18KN1A1212	K. Swathi	K. Swathi	18KN1A0583		
18KN1A1214	P. Likhitha	P. Likhitha	18KN1A2050	Arunika	Arunika
18KN1A1214	M. Navya	M. Navya	18KN1A0526	Dhoni	Dhoni
18KN1A1214	M. Komali	M. Komali	18KN1A0558	Kohli	Kohli
18KN1A1214	B. Gautham	B. Gautham	18KN1A0521	Dorling	Dorling
18KN1A1214	P. Aparna	P. Aparna	18KN1A0536	Polam	Polam
18KN1A1214	P. Arun	P. Arun	18KN1A0541	Abhishek	Abhishek
18KN1A1214	G. Sai	G. Sai	18KN1A0586	Manu	Manu
18KN1A1265	V. Sai	V. Sai	18KN1A6501		
18KN1A1214	S. Madhub	S. Madhub	18KN1A6536	Prakash	Prakash
18KN1A1214	N. Anil	N. Anil	18KN1A0525	Vikram	Vikram
18KN1A1261	V. Sri	V. Sri	18KN1A0541	Sri	Sri
18KN1A1214	N. Sri	N. Sri	18KN1A0521	Krishna	Krishna
18KN1A1214	T. Praveen	T. Praveen	18KN1A0522		
18KN1A1214	Kalyan	Kalyan	18KN1A0523		
18KN1A1214	Sankar	Sankar	18KN1A0544	Sat	Sat
18KN1A1214	Praveen	Praveen	18KN1A0586	Praveen	Praveen
18KN1A1214	Praveen	Praveen	18KN1A0539		
18KN1A1214	Sri	Sri	18KN1A0545	Kalyan	Kalyan
18KN1A1214	Swathi	Swathi	18KN1A0511	Praveen	Praveen
18KN1A1214	P. Anil	P. Anil	18KN1A0508		
18KN1A1258	P. Arun	P. Arun	18KN1A0565		

(Signature)

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REPORT ON A TWO DAY PROGRAM ON “Enhancing Power Coding Skills to suit Recent Trends”

A Two day program on ‘Enhancing Power Coding Skills to suit Recent Trends’ for the final years from 24-09-2021 to 25-09-2021 was organized by the Training & Placement Cell. The speaker and resource was Mr. Raj Kumar from Black Bucks who aimed at improving students’ hands on experience on very important technical aspects of coding that suits the industry requirement. Students were advised to focus more on their coding efficiency which facilitates their easy grabbing of good positions in prestigious MNCs.

The training was well utilized by the students for the fullest benefit in the campus selections.


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
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Agiripalli (M), Krishna (Dt)
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CIRCULAR

DATE: 16-10-2021

This is to inform the Heads of Departments of CSE, ECE, EEE and IT that A One Week program on "Python Programming as per latest modes of Technology" is scheduled 18-10-2021 to 23-10-2021, 10:00 am to 4:00 pm by the Training & Placement Cell at the Seminar Hall, Main Block. Therefore, please ensure that all your final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V) (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212

Dr C Naga Bhaskar
Principal

PRINCIPAL
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Pothavarappadu (V), Agiripalli (M)

Copies to:

1. CSE, ECE, EEE and IT IV year classes- to be read in the classes
2. Heads of CSE, ECE, EEE and IT Departments
3. Training & Placement Cell

Ms. Anushya, Instacks



A One Week programme on "Python Programming as per latest modes of Technology"

Anushya



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Python Programming as per latest modes of Technology

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
18N101	Arif	Arif	Arif	Arif	Arif	Arif	Arif	SKN11	Dev	Dev	Dev	Dev	Dev	Dev	Dev
219	Arif	Arif	Arif	Arif	Arif	Arif	Arif	412	Dev	Dev	Dev	Dev	Dev	Dev	Dev
213	Arif	Arif	Arif	Arif	Arif	Arif	Arif	413	Satya	Satya	Satya	Satya	Satya	Satya	Satya
214	Arif	Arif	Arif	Arif	Arif	Arif	Arif	414	Arif	Arif	Arif	Arif	Arif	Arif	Arif
215	Arif	Arif	Arif	Arif	Arif	Arif	Arif	415	Arif	Arif	Arif	Arif	Arif	Arif	Arif
216	Arif	Arif	Arif	Arif	Arif	Arif	Arif	416	Arif	Arif	Arif	Arif	Arif	Arif	Arif
217	Arif	Arif	Arif	Arif	Arif	Arif	Arif	417	Arif	Arif	Arif	Arif	Arif	Arif	Arif
218	Arif	Arif	Arif	Arif	Arif	Arif	Arif	418	Arif	Arif	Arif	Arif	Arif	Arif	Arif
219	Arif	Arif	Arif	Arif	Arif	Arif	Arif	419	Arif	Arif	Arif	Arif	Arif	Arif	Arif
220	Arif	Arif	Arif	Arif	Arif	Arif	Arif	420	Arif	Arif	Arif	Arif	Arif	Arif	Arif
221	Arif	Arif	Arif	Arif	Arif	Arif	Arif	421	Arif	Arif	Arif	Arif	Arif	Arif	Arif
222	Arif	Arif	Arif	Arif	Arif	Arif	Arif	422	Arif	Arif	Arif	Arif	Arif	Arif	Arif
223	Arif	Arif	Arif	Arif	Arif	Arif	Arif	423	Arif	Arif	Arif	Arif	Arif	Arif	Arif
224	Arif	Arif	Arif	Arif	Arif	Arif	Arif	424	Arif	Arif	Arif	Arif	Arif	Arif	Arif
225	Arif	Arif	Arif	Arif	Arif	Arif	Arif	425	Arif	Arif	Arif	Arif	Arif	Arif	Arif
226	Arif	Arif	Arif	Arif	Arif	Arif	Arif	426	Arif	Arif	Arif	Arif	Arif	Arif	Arif
227	Arif	Arif	Arif	Arif	Arif	Arif	Arif	427	Arif	Arif	Arif	Arif	Arif	Arif	Arif
228	Arif	Arif	Arif	Arif	Arif	Arif	Arif	511	Arif	Arif	Arif	Arif	Arif	Arif	Arif
229	Arif	Arif	Arif	Arif	Arif	Arif	Arif	512	Arif	Arif	Arif	Arif	Arif	Arif	Arif
230	Arif	Arif	Arif	Arif	Arif	Arif	Arif	513	Arif	Arif	Arif	Arif	Arif	Arif	Arif
231	Arif	Arif	Arif	Arif	Arif	Arif	Arif	514	Arif	Arif	Arif	Arif	Arif	Arif	Arif
232	Arif	Arif	Arif	Arif	Arif	Arif	Arif	515	Arif	Arif	Arif	Arif	Arif	Arif	Arif
233	Arif	Arif	Arif	Arif	Arif	Arif	Arif	516	Arif	Arif	Arif	Arif	Arif	Arif	Arif
234	Arif	Arif	Arif	Arif	Arif	Arif	Arif	517	Arif	Arif	Arif	Arif	Arif	Arif	Arif
319	Arif	Arif	Arif	Arif	Arif	Arif	Arif	611	Arif	Arif	Arif	Arif	Arif	Arif	Arif
318	Arif	Arif	Arif	Arif	Arif	Arif	Arif	612	Arif	Arif	Arif	Arif	Arif	Arif	Arif
314	Arif	Arif	Arif	Arif	Arif	Arif	Arif	613	Arif	Arif	Arif	Arif	Arif	Arif	Arif
315	Arif	Arif	Arif	Arif	Arif	Arif	Arif	614	Arif	Arif	Arif	Arif	Arif	Arif	Arif
316	Arif	Arif	Arif	Arif	Arif	Arif	Arif	615	Arif	Arif	Arif	Arif	Arif	Arif	Arif
317	Arif	Arif	Arif	Arif	Arif	Arif	Arif	616	Arif	Arif	Arif	Arif	Arif	Arif	Arif
318	Arif	Arif	Arif	Arif	Arif	Arif	Arif	617	Arif	Arif	Arif	Arif	Arif	Arif	Arif
319	Arif	Arif	Arif	Arif	Arif	Arif	Arif	618	Arif	Arif	Arif	Arif	Arif	Arif	Arif
320	Arif	Arif	Arif	Arif	Arif	Arif	Arif	619	Arif	Arif	Arif	Arif	Arif	Arif	Arif
324	Arif	Arif	Arif	Arif	Arif	Arif	Arif	620	Arif	Arif	Arif	Arif	Arif	Arif	Arif

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Python Programming As per latest modes of Technology

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
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REPORT ON A ONE WEEK PROGRAM ON "Python Programming As per latest modes of Technology"

A One week program was scheduled for the final year B.Tech students by the Training & Placement Cell from 18-10-2021 to 23-10-2021 on 'Python Programming as per latest modes of Technology.' This training enables to update their theoretical knowledge as well as their hands on experience on writing and creating codes using python. The detailed information shared in the lecture classes in addition to the practical sessions held in the laboratories was so helpful to the students in preparing and getting ready for the campus placement drives.

The interactive and practical sessions proved to reach students' satisfaction levels. The trainer's motivation and amicable approach was well received and utilized by the students for their betterment.


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
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Agiripalli (M), Krishna (Dt)
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CIRCULAR

10-12-2021

This is to inform all the Heads of Departments that A Two day program on "Soft Skills for Engineers" is scheduled from 13-12-2021 to 14-12-2021, 10:00 am to 4:00 pm at the Seminar Hall, Main Block by the Training & Placement Cell. Therefore, please ensure that all the final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212

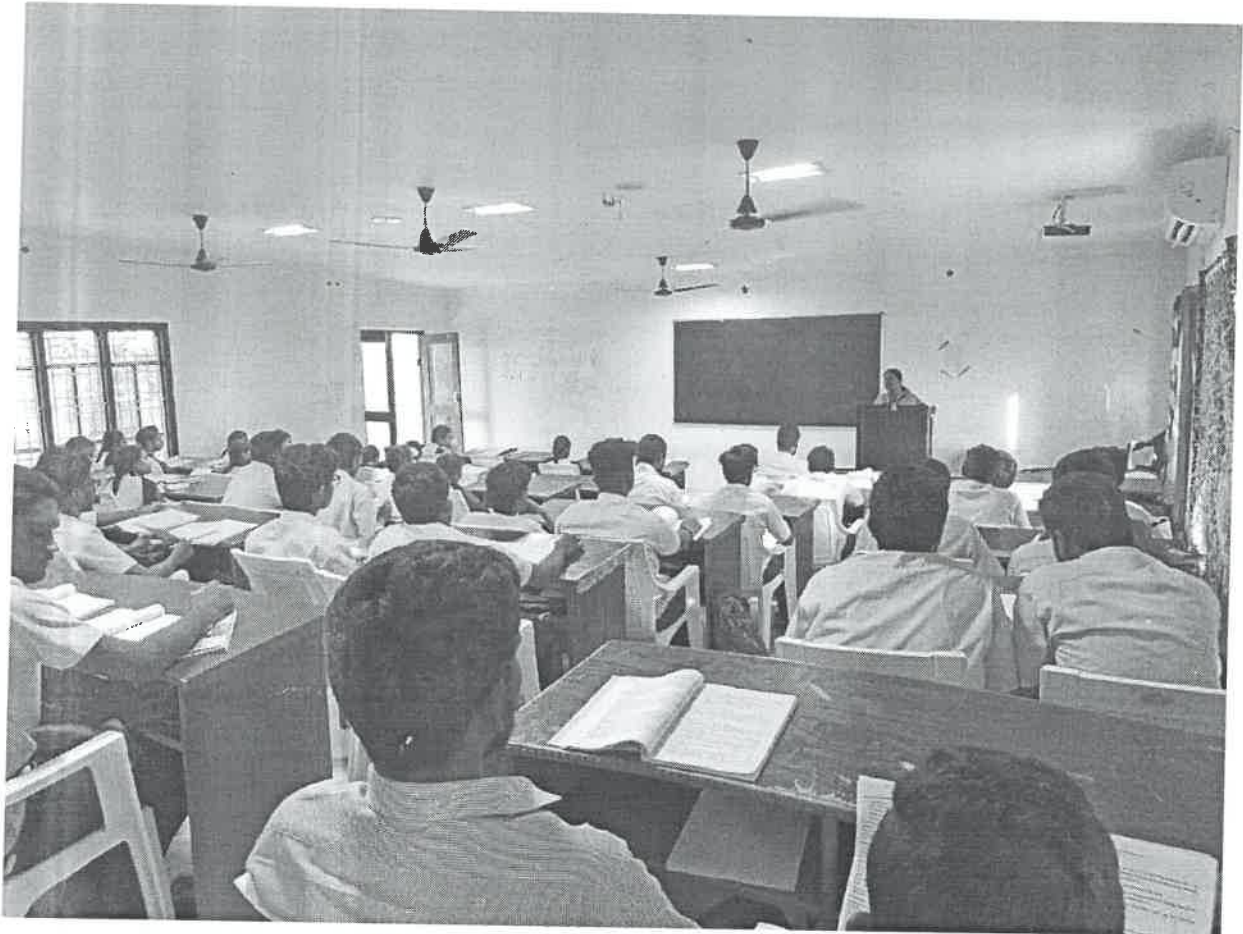
Dr C Naga Bhaskar
Principal 10/12/21

PRINCIPAL
NRI Institute of Technology
Pothavarappadu (V), Agiripalli (M)

Copies to:

1. All the IV year classes- to be read in the classes
2. Heads of all Departments
3. Training & Placement Cell

Ms. Syed Ashrath Parveena, Communication & Soft Skills Trainer



A One ^{DAY} ~~Week~~ ~~ended~~ program on "Soft Skills for Engineers"

Syeda Ashrath Parveena



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Soft Skills For Engineers

Reg. No. .	Day 1	Day 2	Reg. No.	Day 1	Day 2
19KN213	Uday	Uday	19KN32	Supraja	Supraja.
18KN236	Maji	Maji	19KN621	Sai	Sai.
18KN937	Raj	Raj	321	Priya	Priya
18KN938	Hasi	Hasi	632	Puathika	Puathika
239	Ajay	Ajay	633	Srinu	Srinu
240	Sai	Sai	132	Varma	Varma
241	Rani	Rani	216	Sreeranth	Sreeranth
341	Saikumar	Saikumar	217	Harika	Harika
342	Supraja	Supraja	236	Venkat	Venkat
316	Gowtham	Gowtham	237	Abhilash	Abhilash
814	Chandana	Chandana	312	Danish	Danish
810	Shudha	Shudha	412	Poojitha	Poojitha
812	Haritha	Haritha	413	Kandeep	Kandeep
813	Cropi	Cropi	414	Ramesh	Ramesh
610	Ramesh	Ramesh	415	Pallavi	Pallavi
615	Ravi	Ravi	416	Ravi Teja	Ravi Teja
616	Jalmaraj	Jalmaraj	417	Ramya	Ramya
617	Chandu	Chandu	418	Kalyan	Kalyan
107	Venkat	Venkat	419	Harshitha	Harshitha
108	Satyavani	Satyavani	410	Ramu	Ramu
109	Renu Babu	Renu Babu	310	Rahul	Rahul
110	Anil	Anil	314	Hanshi	Hanshi
111	Poojitha	Poojitha	316	Keerthi	Keerthi
112	Pagharvi	Pagharvi	317	Deepthi	Deepthi
381	Honey	Honey	318	Aarjun	Aarjun
342	Sume	Sume	106	Surya Sai	Surya Sai
383	Shravitha	Shravitha	107	Anushi	Anushi
384	Gurush	Gurush	108	Manasa	Manasa
385	Revathi	Revathi	109	Harish	Harish
212	Akansha	Akansha	110	Lavanya	Lavanya
262	Raviteja	Raviteja	667	Prasanth	Prasanth
267	Bhargavi	Bhargavi	668	Kalyan	Kalyan
382	Penuka	Penuka	600	Praveen	Praveen
142	Shobhana	Shobhana	670	Kavya	Kavya
143	Gopi	Gopi	671	Ashok	Ashok

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REPORT ON A TWO DAY PROGRAM ON "Soft Skills for Engineers"

The Training & Placement Cell of NRIIT organized a two day program for the interested IV year B. Tech students on 'Soft Skills for Engineers' on 13-12-2021 and 14-12-2021. The resource person Ms. Syed Ashrath Parveena, threw light on the essential areas of Soft skills to be focused by the students for getting placed. The Dos and Don'ts of various aspects of body language were dealt with in required intensity.

The interactive and demo sessions made the students break the ice and try their performances in the respective situations.

Ms. Parveena appreciated the interest and proactive participation of a few students who made the session livelier.


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
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YOGA AND PHYSICAL FITNESS SESSIONS

NRI Institute of Technology has a unique feature of focusing on the physical and mental health of the student community. In this connection a few sessions are arranged for **YOGA** and **PHYSICAL FITNESS** especially for the interested students. As a part of physical fitness students are made to do 'Suryanamaskaras' that bestows them with sound mind and sound body. Moreover, the health conditions of the people after the COVID-19 impact have been weak, volatile and vulnerable. Hence this practice has been a great health booster both inside and outside. With a strong belief in the improvement of the academic performances of the students, the institution has been observing this practice with utmost focus and dedication. Implementation of the same for a large number of students is the plan for the future.


Physical Director

NRI INSTITUTE OF TECHNOLOGY
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CIRCULAR

This is to inform all the Heads of Departments that A One Week program on "Acquiring Better Health through Yoga and Meditation" is planned by the Training & Placement Cell for all the interested girls students from 20-12-2021 to 24-12-2021 in the Girls Hostel to promote sound mind through sound body. Hence instruct the students to make best use of this opportunity so that necessary plan of action might be prepared to make this program a continuous and regular one on our campus.

Dr. T. Sreelatha
Training Head

Gowtham
Physical Director

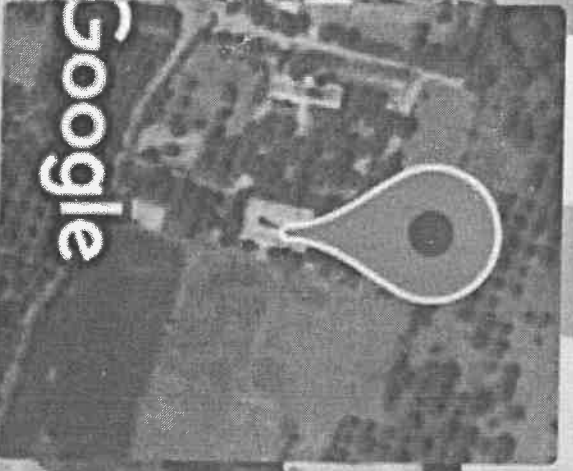
Dr C Naga Bhaskar
Principal

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1. To be read in the classes
2. Heads of all Departments
3. Training & Placement Cell



GPS Map Camera

Pothavarappadu, Andhra Pradesh, India

MP6Q+PGM, Pothavarappadu, Andhra Pradesh

521211, India

Lat 16.662458°

Long 80.740457°

22/12/2021 06:28 AM GMT +05:30

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 GPS Map Camera

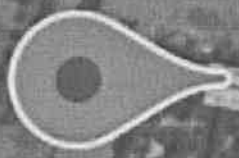
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MP6Q+PGM, Pothavarappadu, Andhra Pradesh

521211, India

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Long 80.74048°

22/12/2021 06:31 AM GMT +05:30



Google

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Acquiring Better Health through Yoga & Meditation

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
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18KNI A0202	Seetha	Seetha	Seetha	Seetha	Seetha	Seetha	Seetha	18KNI A0202	Surya	Surya	Surya	Surya	Surya	Surya	Surya
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18KNI A0208	Deepa	Deepa	Deepa	Deepa	Deepa	Deepa	Deepa	18KNI A0208	Seetha	Seetha	Seetha	Seetha	Seetha	Seetha	Seetha
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18KNI A0210	Jyothi	Jyothi	Jyothi	Jyothi	Jyothi	Jyothi	Jyothi	18KNI A0210	Geetha	Geetha	Geetha	Geetha	Geetha	Geetha	Geetha
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18KNI A0213	Raju	Raju	Raju	Raju	Raju	Raju	Raju	18KNI A0213	Vikram	Vikram	Vikram	Vikram	Vikram	Vikram	Vikram
18KNI A0214	Ajith	Ajith	Ajith	Ajith	Ajith	Ajith	Ajith	18KNI A0214	Hema	Hema	Hema	Hema	Hema	Hema	Hema
18KNI A0215	Sai	Sai	Sai	Sai	Sai	Sai	Sai	18KNI A0215	Anjali	Anjali	Anjali	Anjali	Anjali	Anjali	Anjali
18KNI A0216	Amir	Amir	Amir	Amir	Amir	Amir	Amir	18KNI A0216	Surya	Surya	Surya	Surya	Surya	Surya	Surya
18KNI A0217	Ajith	Ajith	Ajith	Ajith	Ajith	Ajith	Ajith	18KNI A0217	Relangi	Relangi	Relangi	Relangi	Relangi	Relangi	Relangi
18KNI A0218	Arun	Arun	Arun	Arun	Arun	Arun	Arun	18KNI A0218	Lakshmi	Lakshmi	Lakshmi	Lakshmi	Lakshmi	Lakshmi	Lakshmi
18KNI A0219	Honey	Honey	Honey	Honey	Honey	Honey	Honey	18KNI A0219	Almas	Almas	Almas	Almas	Almas	Almas	Almas
18KNI A0220	Amar	Amar	Amar	Amar	Amar	Amar	Amar	18KNI A0220	Abhinav	Abhinav	Abhinav	Abhinav	Abhinav	Abhinav	Abhinav
18KNI A0221	Soney	Soney	Soney	Soney	Soney	Soney	Soney	18KNI A0221	Krishna	Krishna	Krishna	Krishna	Krishna	Krishna	Krishna
18KNI A0222	Sri	Sri	Sri	Sri	Sri	Sri	Sri	18KNI A0222	Roy	Roy	Roy	Roy	Roy	Roy	Roy
18KNI A0223	Charan	Charan	Charan	Charan	Charan	Charan	Charan	18KNI A0223	Padma	Padma	Padma	Padma	Padma	Padma	Padma
18KNI A0201	Reshi	Reshi	Reshi	Reshi	Reshi	Reshi	Reshi	18KNI A0201	Sneha	Sneha	Sneha	Sneha	Sneha	Sneha	Sneha
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18KNI A0256	Divya	Divya	Divya	Divya	Divya	Divya	Divya	18KNI A0256	Rani	Rani	Rani	Rani	Rani	Rani	Rani
18KNI A0257	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	18KNI A0257	Madhuri	Madhuri	Madhuri	Madhuri	Madhuri	Madhuri	Madhuri
18KNI A0258	Teja	Teja	Teja	Teja	Teja	Teja	Teja	18KNI A0258	Sravani	Sravani	Sravani	Sravani	Sravani	Sravani	Sravani
18KNI A0259	Kiran	Kiran	Kiran	Kiran	Kiran	Kiran	Kiran	18KNI A0259	Navya	Navya	Navya	Navya	Navya	Navya	Navya
18KNI A0260	Anu	Anu	Anu	Anu	Anu	Anu	Anu	18KNI A0260	Sri	Sri	Sri	Sri	Sri	Sri	Sri
18KNI A0261	Teja	Teja	Teja	Teja	Teja	Teja	Teja	18KNI A0261	Jhanu	Jhanu	Jhanu	Jhanu	Jhanu	Jhanu	Jhanu
18KNI A0262	Shiva	Shiva	Shiva	Shiva	Shiva	Shiva	Shiva	18KNI A0262	Nayan	Nayan	Nayan	Nayan	Nayan	Nayan	Nayan
18KNI A0263	Pavan	Pavan	Pavan	Pavan	Pavan	Pavan	Pavan	18KNI A0263	Som	Som	Som	Som	Som	Som	Som

(Signature)

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REPORT ON A ONE WEEK PROGRAM ON

“Acquiring Better Health through Yoga and Meditation”

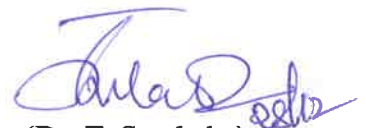
A One week program for the interested students of all years and all branches on ‘Acquiring Better Health through Yoga and Meditation’ was organized by the Training & Placement Cell of NRIIT from 20-12-2021 to 24-12-2021 in association with the Department of Sports. This enabled the students to focus more on their physical and mental health which was actually a timely requirement to encounter the impact of COVID and the after effects. To promote physical fitness students were made to do ‘Suryanamaskaras’ that would give them sound mind and sound body. Need of doing yoga and tips to do it as a regular practice were shared with the students.

The practical sessions were well appreciated by the students who were all praise for the trainer and the program as well.


(Gowtham)

Physical Director

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212



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URL : www.nngroupofcolleges.ac.in, Ph : 0866 2469666, Email : principal@nriit.edu.in



CIRCULAR

DATE: 25-02-2022

This is to inform the Heads of Civil and Mechanical Departments that **A One Day session on "Recent Trends in Design & Development using Autocad"** is scheduled on 28-2-2022 from 10:00 am to 4:00 pm by the Training & Placement Cell at 120 Lab, IT Block. Hence send your final year students to the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212

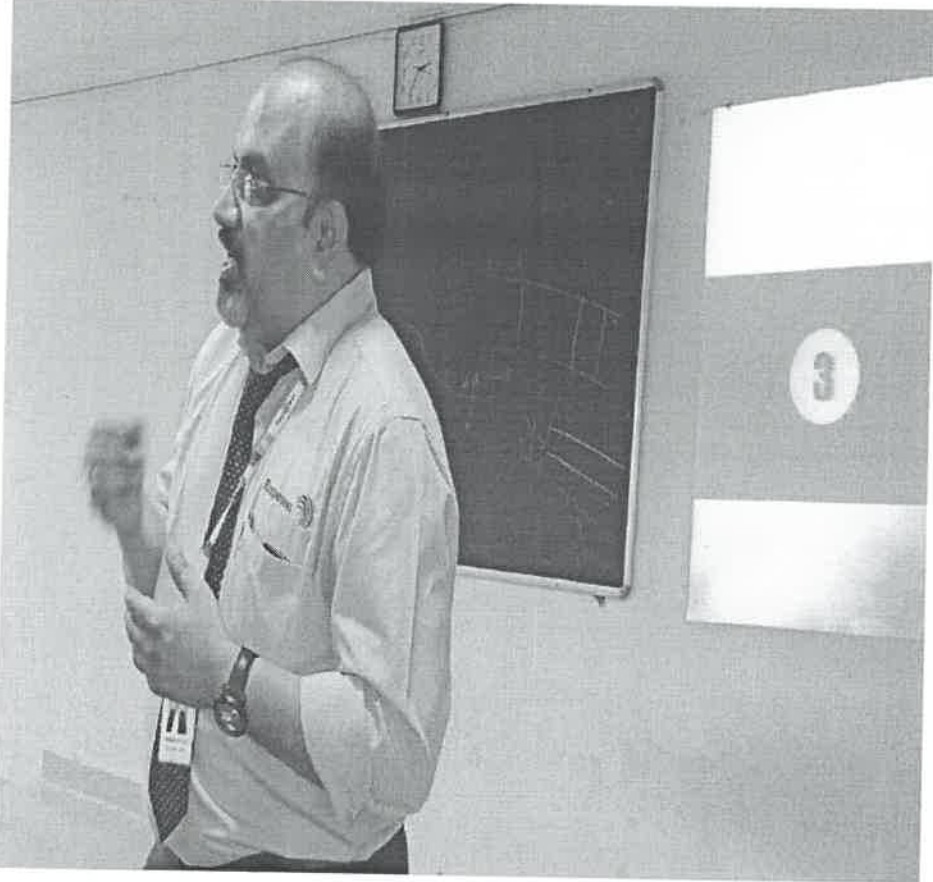
Dr C Naga Bhaskar
Principal

PRINCIPAL
NRI Institute of Technology
Pothavarappadu (V), Agiripalli (M)

Copies to:

1. Civil and Mechanical IV year classes- to be read in the classes
2. Heads of Civil and Mechanical Departments
3. Training & Placement Cell

Mr. Bappana Sastry - Cadsys



A One Day Session on "Recent Trends in Design & Development using Autocad"

Bappana Sastry



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Recent trends in Design and Development using Autocad

REG. NO.	SIGNATURE	REG. NO.	SIGNATURE
18KNIAD12	Melini	232	Meghna
113	ABHIRAMU	18KNIAD312	Santosh
104	Revathi	316	Gowthami
115	Gunasri	318	latha
106	Kharishtha	319	Priyanka
117	Lakshmi	322	Sukanya
118	Ashok	321	Hemanth
120	Naveen	334	Phani
123	Dhanush	332	Harith
128	Lakshmi	327	Naga Raju
141	Abhilash	329	Augustin
135	Narayana	341	Alekhy a
142	Sahithi	342	Sadikumar
151	Yuva sai	350	Alayya
152	Mahendra	356	Srikanth
148	venkat	18KNIAD02	Bhargavi
160	Krishna	505	Aranya
18KNIAD201	Ganesh	509	Kavya
203	Sailaja	522	Siva
205	Harshitha	514	Anjana
207	Ramu	516	Charan
212	Dikshitha	520	Poaveena
213	Sandhya	523	pavankumar
214	sharmila	526	lohitha
216	Jasmitha	528	Gunashobha
221	Sravan	531	Sai babu
223	Bharath	533	Sanojini
222	Amudha	541	Chopi
241	vani	552	Divya
251	Nithin	543	Nikitha
252	lalitha	554	lakshmi
243	sindhusa	555	Sravani
249	vinitha	557	Lahari
250	Mounika	559	AnuKa
261	Sahasra	565	Jaswanth



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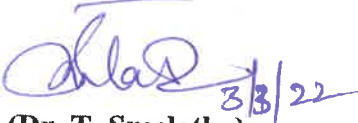
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REPORT ON A ONE DAY SESSION ON

“Recent trends in Design and Development using Autocad”

The Training & Placement Cell of NRIIT organized a One day session for the interested IV year B.Tech students of Civil and Mechanical Branches on ‘Recent trends in Design and Development, using Autocad’ on 28-02-2022. The well experienced resource expert from Cadsys India Ltd., Mr. Bappana Sastry made the program very lively by involving the students in all the sessions. The practical knowledge share from him enhanced interest among the students in the respective areas of learning and hence brought out great applause for his wonderful sessions..

Mr. Bappana too appreciated the interest and proactive participation of a few students which boosted the morale of the remaining.


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna
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CIRCULAR

04-03-2022

This is to inform the Heads of Departments of CSE, ECE, EEE and IT that A Two day workshop on "Coding Made Easy" is scheduled from 8-3-2022 to 9-3-2022 at the Seminar Hall, Main Block from 10:00 am to 4:00 pm by the Training & Placement Cell. Therefore, please ensure that all your final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (M's Nanna)
Agiripalli (M), Krishna (Dt)
AP India-521212

Dr C Naga Bhaskar

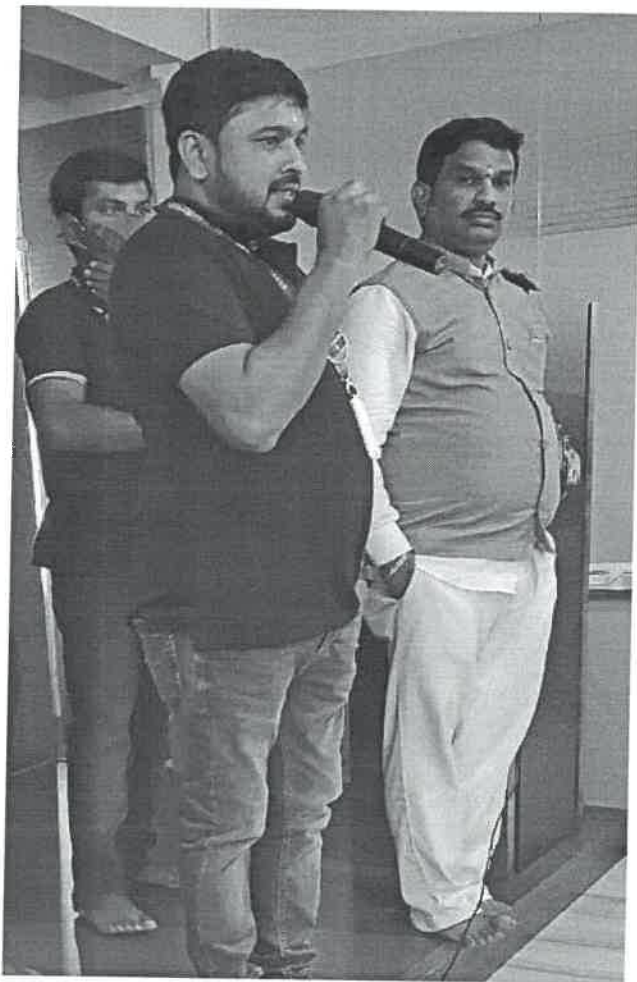
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Copies to:

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2. Heads of CSE, ECE, EEE and IT Departments
3. Training & Placement Cell

Daggubati Sravan, Develop Trees



A Two Day Workshop on "Coding Made Easy"

Daggubati Sravan



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CODING MADE EASY

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
123	K. Praveen	K. Praveen	429	Deepthi	Deepthi
205	J. Babji	J. Babji	441	Lucky	Lucky
306	D. Chandu	D. Chandu	452	Sabithi	Sabithi
124	Ajay	Ajay	466	Bhanusri	Bhanusri
805	Ch. Suman	Ch. Suman	LE257	Navya	Navya
127	Ch. Ganesh	Ch. Ganesh	LE228	Sangeetha	Sangeetha
130	Lakshmi	Lakshmi	LE217	samanvitha	Samanvitha
135	Supraja	Supraja	LE	Rani	Rani
401	Jyosthina	Jyosthina	44	Bhargavi	Bhargavi
454	Kumarni	Kumarni	48	Aruna	Aruna
457	K. Suneetha	K. Suneetha	116	Kethana	Kethana
449	Pallavi	Swathi	453	Siva	Siva
439	Keerthi	Kauma	453	Upenora	Upenora
203	Jahnavi	Jahnavi	454	Kaarthika	Kaarthika
205	Keerthi	Keerthi	423	Manasa	Manasa
210	Sony	Sony	425	Sirisha	Sirisha
215	Mounika	Mounika	426	Shilpa	Shilpa
1212	Puspa	Puspa	459	Swetha	Swetha
1213	Teja	Teja	216	Narika	Narika
1215	Pallavi	Pallavi	218	Mangaj	Mangaj
1216	Navyasree	Navyasree	222	Sumama	Sumama
1218	Navya	Navya	236	Revathi	Revathi
1218	Gayathri	Tejaswi	260	Padma	Padma
1231	Poojitha	Poojitha	5A1	Susmitha	Susmitha
1231	Haritha	Haritha	5A0	Keerthana	Keerthana
1236	Nagajyothi	Lekhana	5A2	Anjana	Anjana
514	Kumari	Kumari	5B2	Charan	Charan
516	Lakshmi	Lakshmi	5B6	Siva	Siva
519	Devi	Devi	5B9	Rahul	Rahul
520	Amritha	Arakanya	5B10	Vijaya	Vijaya
520	Sowmya	Sowmya	5B16	Dilya	Dilya
521	Gayathri	Gayathri	5C2	Sai Babu	Sai Babu
524	Amudha	Amudha	5C5	Lakshmi	Lakshmi
534	Tanmai	Tanmai	5C9	Aporora	Aporora
	maha	maha		Lakanya	Lakanya

(Signature)

TRAINING HEAD
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Agiripalli (M), Krishna (D)



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Coding Made Easy

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KNIA1221	Pinky	Pinky	18KNIA1235	Devi Ka	Devi Ka
18KNIA1222	Suneel	Suneel	18KNIA1234	Sanjay	Sanjay
18KNIA1223	Sanjana	Sanjana	18KNIA1233	Bobby	Bobby
18KNIA1224	Swathi	Swathi	18KNIA1230	Harsh	Harsh
18KNIA1225	Ravindra	Ravindra	18KNIA1269	Vamsi	Vamsi
18KNIA1213	Sony	Sony	18KNIA1232	Manish	Manish
18KNIA1212	Basu Babu	Basu Babu	18KNIA1268	Shamant	Shamant
18KNIA1229	Charu	Charu	18KNIA1231	Indrani	Indrani
18KNIA1240	Haritha	Haritha	18KNIA1267	Nagabab	Nagabab
18KNIA1241	Mehni	Mehni	18KNIA1230	Shamant	Shamant
18KNIA1245	Vadane	Vadane	18KNIA1266	Arjun	Arjun
18KNIA1214	Nagabab	Nagabab	18KNIA1229	Lavanya	Lavanya
18KNIA1215	Arjun	Arjun	18KNIA1265	Venky	Venky
18KNIA1229	Alakya	Alakya	18KNIA1218	Sindhu	Sindhu
18KNIA1210	Rasumali	Rasumali	18KNIA12	Sreelax	Sreelax
18KNIA1242	Harika	Harika	18KNIA12	Teena	Teena
18KNIA1216	Vamsi	Vamsi	18KNIA1229	Ravindra	Ravindra
18KNIA1218	EVA	EVA	18KNIA1261	Parash	Parash
18KNIA1243	Vamsi	Vamsi	18KNIA1263	Srikala	Srikala
18KNIA1244	Haritha	Haritha	18KNIA1264	Joshna	Joshna
18KNIA1219	vi Jay	vi Jay	18KNIA1226	Karishma	Karishma
18KNIA1246	Vanshant	Vanshant	18KNIA1260	KAVYA	KAVYA
18KNIA1245	sanjay	sanjay	18KNIA1267	Shagavati	Shagavati
18KNIA1224	Haritha	Haritha	18KNIA1259	Prasanna	Prasanna
18KNIA1215	Shrey	Shrey	18KNIA12	Zabina	Zabina
18KNIA1247	Sinadh	Sinadh	18KNIA1258	Vidhatei	Vidhatei
18KNIA1250	Prasa	Prasa	18KNIA12	Faisal	Faisal
18KNIA1249	Naga	Naga	18KNIA1257	Utwala	Utwala
18KNIA1248	Alkya	Alkya	18KNIA1241	Niraja	Niraja
18KNIA1252	preethi	preethi	18KNIA1256	Thyath	Thyath
18KNIA1253	Basu	Basu	18KNIA1241	Hemant	Hemant
18KNIA1251	Basu Babu	Basu Babu	18KNIA1262	Vishal	Vishal
18KNIA1254	Calmaray	Calmaray	18KNIA1261	Aliya	Aliya
18KNIA1255	Sham	Sham	18KNIA1235	Ayesha	Ayesha
18KNIA12	S. Srinivas	S. Srinivas	18KNIA1261	Manikanta	Manikanta

(Signature)

TRAINING HEAD

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REPORT ON A TWO DAY WORKSHOP ON "Coding Made Easy"

A Two Day workshop on 'Coding Made Easy' was organized by the Training & Placement Cell of NRIIT for the interested final year B.Tech students of circuit Branches from 08-03-2022 to 09-03-2022. The resource person Mr. Daggubati Sravan from Develop Trees, shared many short cuts and important tips for making the code writing very easy especially for slow learners. The practical session after the theoretical session made the program so informative to the students.

They applauded the resource for all his skill and patience during the sessions that made them feel at home.

Mr. Sravan too appreciated the interest and proactive participation of the students which showcased their interest and passion for betterment.


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212



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CIRCULAR

20-03-2022

This is to inform all the Heads of Departments that A One day program on "Effective Communication for improving Interview Skills" is scheduled on 23-3-2022 from 10:00 am to 4:00 pm at the Seminar Hall, Main Block by the Training & Placement Cell. Therefore, please ensure that all the final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu (V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212

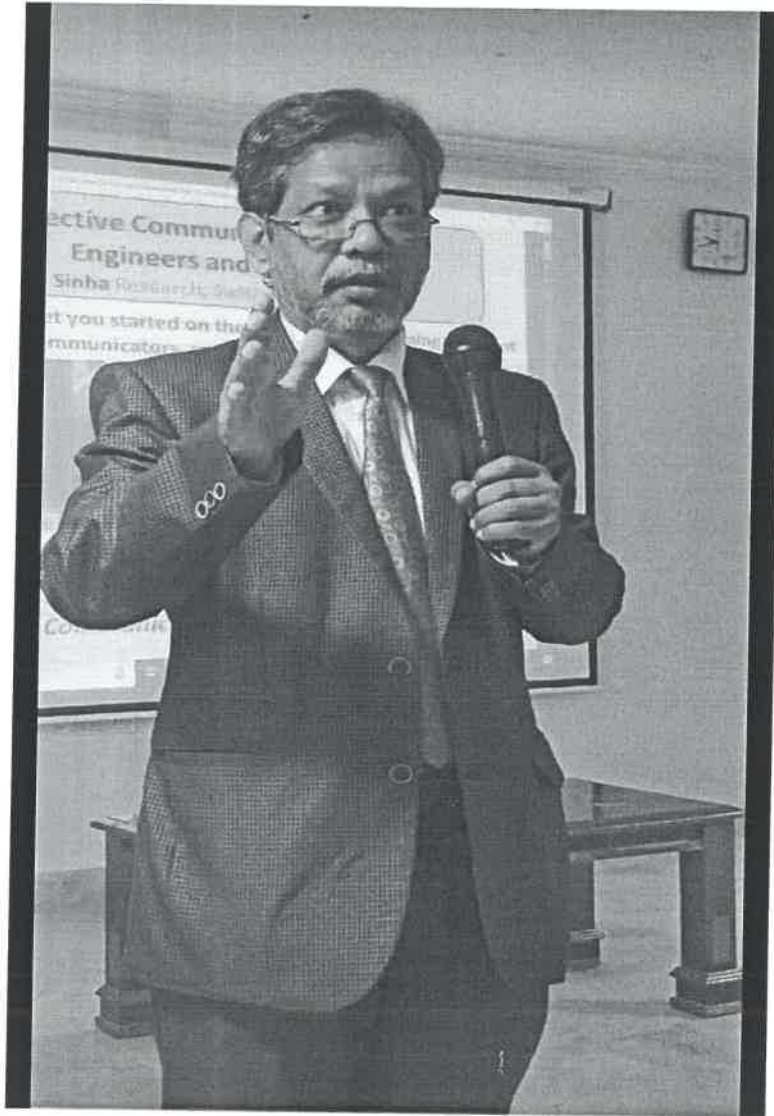
Dr C Naga Bhaskar

Principal
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Pothavarappadu (V), Agiripalli (M)

Copies to:

1. All the IV year classes- to be read in the classes
2. Heads of all Departments
3. Training & Placement Cell

Mr. Satyamurthy Rao, Manager-HR, TVS Upasana



A One Day programme on "Effective Communication for improving Interview Skills"

Satya



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Effective Communication for Improving Interview Skills

REG. NO.	SIGNATURE	REG. NO.	SIGNATURE
18KNIAD12	Ch. Hema	18KNIAD43	C.H. Hemarath
101	Arjun	401	Syam
110	Varun	408	Kumari
105	Suneetha	413	Gayathi
107	Syma	419	Nandhini
106	Kema	421	Divya
108	Lakshmi Kanth	422	Vivek
132	Babu	432	Amudha
109	T. Hanitha	435	T. Hanitha
121	Prasanth	439	Bhangavi
123	Vital	441	Vani
141	Narayana	442	Priyanka
156	Gunasri	443	Niharika
121	Aarthy	445	maha
141	T. Pallavi	447	T. Pallavi
150	Basha	449	Lakshmi
18KNIAD20	Bargava	460	Suatha
231	Karthi	471	Jyothi
232	NANYASI	18KNIAD02	Kethana
202	Ranab	511	Bindhu
212	Geetha	524	Poojitha
207	Nareesh	505	Alekhyia
214	R. Pravalika	512	R. Pravalika
215	K. Revathi	521	Pushpa
206	Annapurna	524	Jahnavi
219	Jaya	523	Hanika
220	Mamya	526	Pravalika
224	Anjali	527	Ch. Navya
227	Sivani	529	Mounika
226	Janitha	532	Bhargav
223	Suresh Babu	534	Gayathri
241	B. mamatha	542	B. mamatha
252	Subasi	559	Veeneela
257	Suguna	557	Vineth
203	L. Lalitha	503	L. Lalitha
		516	

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REPORT ON A ONE DAY PROGRAM ON

“Effective Communication for improving Interview Skills”

A One day program on ‘Effective Communication for improving Interview Skills’ was organized for the interested final year students of all branches by the Training & Placement Cell of NRIIT on 23-03-2022. Mr. Satyamurthy Rao, Manager-HR, from TVS Upasana shared many useful points for completing the HR round successfully. Many new inputs were shared in the session besides one-to-one practical sessions where many students with inhibition were encouraged.

The students felt contented with the inputs from the experienced HR manager and applauded his skill of amicable interaction.

The resource was also very much satisfied with the student participation and wished them all success.


(Dr. T. Sreelatha)

Training Head

NRI INSTITUTE OF TECHNOLOGY
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CIRCULAR

31-03-2022

This is to inform all the Heads of Departments that A One Week Hands-on experience Session on "Enhancing Programing Skills" is scheduled from 4-4-2022 to 9-4-2022, 10:00 am to 4:00 pm at the Seminar Hall, Main Block by the Training & Placement Cell. Therefore, please ensure that all the final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
Pothavarappadu(V), (Via Nunna)
Agiripalli (M), Krishna (Dt)
AP India-521212

Dr C Naga Bhaskar
Principal

31/3/22
PRINCIPAL
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Copies to:

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2. Heads of all Departments
3. Training & Placement Cell

Mr. Mittal Bid, Coditas



A One Week Hands-on experience session on "Enhancing Programing Skills"

Signature



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ENHANCING PROGRAMMING SKILLS

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
18KN120	Rahul	Rah	Rah	Rah	Rahul	Rahul	Rahul	18EN123	Harsh	har	har	har	har	har	har
18KN1203	Sunny	Sunny	Sunny	Sunny	Sunny	Sunny	Sunny	18EN124	Chandro	chandro	chandro	chandro	chandro	chandro	chandro
18KN1205	Abhi	Abhi	Abhi	Abhi	Abhi	Abhi	Abhi	18EN125	Srinu	Srinu	Srinu	Srinu	Srinu	Srinu	Srinu
18KN1207	Sri	Sri	Sri	Sri	Sri	Sri	Sri	18EN126	Akhira	Akhira	Akhira	Akhira	Akhira	Akhira	Akhira
18KN1209	Vikram	Vikram	Vikram	Vikram	Vikram	Vikram	Vikram	18EN127	Krishna	Krishna	Krishna	Krishna	Krishna	Krishna	Krishna
18KN1211	Sudha	Sudha	Sudha	Sudha	Sudha	Sudha	Sudha	18EN128	Nandu	Nandu	Nandu	Nandu	Nandu	Nandu	Nandu
18KN1213	Ashok	Ashok	Ashok	Ashok	Ashok	Ashok	Ashok	18EN129	Keerthi	Keerthi	Keerthi	Keerthi	Keerthi	Keerthi	Keerthi
18KN1215	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	18EN130	Ashok	Ashok	Ashok	Ashok	Ashok	Ashok	Ashok
18KN1217	Sita	Sita	Sita	Sita	Sita	Sita	Sita	18EN131	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi
18KN1219	Arjun	Arjun	Arjun	Arjun	Arjun	Arjun	Arjun	18EN132	Nabi	Nabi	Nabi	Nabi	Nabi	Nabi	Nabi
18KN1221	Nani	Nani	Nani	Nani	Nani	Nani	Nani	18EN133	Vineeth	Vineeth	Vineeth	Vineeth	Vineeth	Vineeth	Vineeth
18KN1223	Navya	Navya	Navya	Navya	Navya	Navya	Navya	18EN134	Vinu	Vinu	Vinu	Vinu	Vinu	Vinu	Vinu
18KN1225	Anitha	Anitha	Anitha	Anitha	Anitha	Anitha	Anitha	18EN135	Kumar	Kumar	Kumar	Kumar	Kumar	Kumar	Kumar
18KN1227	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	18EN136	Vamsi	Vamsi	Vamsi	Vamsi	Vamsi	Vamsi	Vamsi
18KN1229	Anu	Anu	Anu	Anu	Anu	Anu	Anu	18EN137	Meera	Meera	Meera	Meera	Meera	Meera	Meera
18KN1231	Vishu	Vishu	Vishu	Vishu	Vishu	Vishu	Vishu	18EN138	Ali	Ali	Ali	Ali	Ali	Ali	Ali
18KN1233	Teja	Teja	Teja	Teja	Teja	Teja	Teja	18EN139	Anitha	Anitha	Anitha	Anitha	Anitha	Anitha	Anitha
18KN1235	Kanu	Kanu	Kanu	Kanu	Kanu	Kanu	Kanu	18EN140	Abdul	Abdul	Abdul	Abdul	Abdul	Abdul	Abdul
18KN1237	Devi	Devi	Devi	Devi	Devi	Devi	Devi	18EN141	Venky	Venky	Venky	Venky	Venky	Venky	Venky
18KN1239	Bhavani	Bhavani	Bhavani	Bhavani	Bhavani	Bhavani	Bhavani	18EN142	Shaili	Shaili	Shaili	Shaili	Shaili	Shaili	Shaili
18KN1241	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	18EN143	Bhanu	Bhanu	Bhanu	Bhanu	Bhanu	Bhanu	Bhanu
18KN1243	Tarak	Tarak	Tarak	Tarak	Tarak	Tarak	Tarak	18EN144	Kumar	Kumar	Kumar	Kumar	Kumar	Kumar	Kumar
18KN1245	Kavya	Kavya	Kavya	Kavya	Kavya	Kavya	Kavya	18EN145	Simbu	Simbu	Simbu	Simbu	Simbu	Simbu	Simbu
18KN1247	Ram	Ram	Ram	Ram	Ram	Ram	Ram	18EN146	Mohan	Mohan	Mohan	Mohan	Mohan	Mohan	Mohan
18KN1249	Kiran	Kiran	Kiran	Kiran	Kiran	Kiran	Kiran	18EN147	Venu	Venu	Venu	Venu	Venu	Venu	Venu
18KN1251	Raja	Raja	Raja	Raja	Raja	Raja	Raja	18EN148	Salath	Salath	Salath	Salath	Salath	Salath	Salath
18KN1253	Kiran	Kiran	Kiran	Kiran	Kiran	Kiran	Kiran	18EN149	Shreya	Shreya	Shreya	Shreya	Shreya	Shreya	Shreya
18KN1255	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	18EN150	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi	Ravi
18KN1257	Soni	Soni	Soni	Soni	Soni	Soni	Soni	18EN151	Liakhat	Liakhat	Liakhat	Liakhat	Liakhat	Liakhat	Liakhat
18KN1259	Sham	Sham	Sham	Sham	Sham	Sham	Sham	18EN152	Ashik	Ashik	Ashik	Ashik	Ashik	Ashik	Ashik
18KN1261	Alka	Alka	Alka	Alka	Alka	Alka	Alka	18EN153	Ashika	Ashika	Ashika	Ashika	Ashika	Ashika	Ashika
18KN1263	Ram	Ram	Ram	Ram	Ram	Ram	Ram	18EN154	Venky	Venky	Venky	Venky	Venky	Venky	Venky
18KN1265	Vann	Vann	Vann	Vann	Vann	Vann	Vann	18EN155	Liku	Liku	Liku	Liku	Liku	Liku	Liku
18KN1267	Sai	Sai	Sai	Sai	Sai	Sai	Sai	18EN156	Neelash	Neelash	Neelash	Neelash	Neelash	Neelash	Neelash
18KN1269	Divya	Divya	Divya	Divya	Divya	Divya	Divya	18EN157	Mai	Mai	Mai	Mai	Mai	Mai	Mai

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ENHANCING PROGRAMMING SKILLS

Reg. No.	1	2	3	4	5	6	7	Reg. No.	1	2	3	4	5	6	7
401	Pen	Pen	Pen	Pen	Pen	Pen	Pen	501	Pen	Pen	Pen	Pen	Pen	Pen	Pen
402	Pen	Pen	Pen	Pen	Pen	Pen	Pen	502	Pen	Pen	Pen	Pen	Pen	Pen	Pen
404	Pen	Pen	Pen	Pen	Pen	Pen	Pen	503	Pen	Pen	Pen	Pen	Pen	Pen	Pen
406	Pen	Pen	Pen	Pen	Pen	Pen	Pen	504	Pen	Pen	Pen	Pen	Pen	Pen	Pen
409	Pen	Pen	Pen	Pen	Pen	Pen	Pen	506	Pen	Pen	Pen	Pen	Pen	Pen	Pen
410	Pen	Pen	Pen	Pen	Pen	Pen	Pen	507	Pen	Pen	Pen	Pen	Pen	Pen	Pen
412	Pen	Pen	Pen	Pen	Pen	Pen	Pen	511	Pen	Pen	Pen	Pen	Pen	Pen	Pen
414	Pen	Pen	Pen	Pen	Pen	Pen	Pen	502	Pen	Pen	Pen	Pen	Pen	Pen	Pen
416	Pen	Pen	Pen	Pen	Pen	Pen	Pen	514	Pen	Pen	Pen	Pen	Pen	Pen	Pen
418	Pen	Pen	Pen	Pen	Pen	Pen	Pen	516	Pen	Pen	Pen	Pen	Pen	Pen	Pen
420	Pen	Pen	Pen	Pen	Pen	Pen	Pen	518	Pen	Pen	Pen	Pen	Pen	Pen	Pen
422	Pen	Pen	Pen	Pen	Pen	Pen	Pen	520	Pen	Pen	Pen	Pen	Pen	Pen	Pen
424	Pen	Pen	Pen	Pen	Pen	Pen	Pen	522	Pen	Pen	Pen	Pen	Pen	Pen	Pen
441	Pen	Pen	Pen	Pen	Pen	Pen	Pen	524	Pen	Pen	Pen	Pen	Pen	Pen	Pen
442	Pen	Pen	Pen	Pen	Pen	Pen	Pen	526	Pen	Pen	Pen	Pen	Pen	Pen	Pen
443	Pen	Pen	Pen	Pen	Pen	Pen	Pen	528	Pen	Pen	Pen	Pen	Pen	Pen	Pen
444	Pen	Pen	Pen	Pen	Pen	Pen	Pen	530	Pen	Pen	Pen	Pen	Pen	Pen	Pen
445	Pen	Pen	Pen	Pen	Pen	Pen	Pen	531	Pen	Pen	Pen	Pen	Pen	Pen	Pen
447	Pen	Pen	Pen	Pen	Pen	Pen	Pen	532	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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449	Pen	Pen	Pen	Pen	Pen	Pen	Pen	535	Pen	Pen	Pen	Pen	Pen	Pen	Pen
450	Pen	Pen	Pen	Pen	Pen	Pen	Pen	537	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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453	Pen	Pen	Pen	Pen	Pen	Pen	Pen	541	Pen	Pen	Pen	Pen	Pen	Pen	Pen
454	Pen	Pen	Pen	Pen	Pen	Pen	Pen	542	Pen	Pen	Pen	Pen	Pen	Pen	Pen
455	Pen	Pen	Pen	Pen	Pen	Pen	Pen	543	Pen	Pen	Pen	Pen	Pen	Pen	Pen
456	Pen	Pen	Pen	Pen	Pen	Pen	Pen	544	Pen	Pen	Pen	Pen	Pen	Pen	Pen
457	Pen	Pen	Pen	Pen	Pen	Pen	Pen	545	Pen	Pen	Pen	Pen	Pen	Pen	Pen
458	Pen	Pen	Pen	Pen	Pen	Pen	Pen	546	Pen	Pen	Pen	Pen	Pen	Pen	Pen
459	Pen	Pen	Pen	Pen	Pen	Pen	Pen	547	Pen	Pen	Pen	Pen	Pen	Pen	Pen
460	Pen	Pen	Pen	Pen	Pen	Pen	Pen	548	Pen	Pen	Pen	Pen	Pen	Pen	Pen
461	Pen	Pen	Pen	Pen	Pen	Pen	Pen	549	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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463	Pen	Pen	Pen	Pen	Pen	Pen	Pen	551	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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465	Pen	Pen	Pen	Pen	Pen	Pen	Pen	553	Pen	Pen	Pen	Pen	Pen	Pen	Pen
466	Pen	Pen	Pen	Pen	Pen	Pen	Pen	554	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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468	Pen	Pen	Pen	Pen	Pen	Pen	Pen	556	Pen	Pen	Pen	Pen	Pen	Pen	Pen
469	Pen	Pen	Pen	Pen	Pen	Pen	Pen	557	Pen	Pen	Pen	Pen	Pen	Pen	Pen
470	Pen	Pen	Pen	Pen	Pen	Pen	Pen	558	Pen	Pen	Pen	Pen	Pen	Pen	Pen
471	Pen	Pen	Pen	Pen	Pen	Pen	Pen	559	Pen	Pen	Pen	Pen	Pen	Pen	Pen
472	Pen	Pen	Pen	Pen	Pen	Pen	Pen	560	Pen	Pen	Pen	Pen	Pen	Pen	Pen
473	Pen	Pen	Pen	Pen	Pen	Pen	Pen	561	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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475	Pen	Pen	Pen	Pen	Pen	Pen	Pen	563	Pen	Pen	Pen	Pen	Pen	Pen	Pen
476	Pen	Pen	Pen	Pen	Pen	Pen	Pen	564	Pen	Pen	Pen	Pen	Pen	Pen	Pen
477	Pen	Pen	Pen	Pen	Pen	Pen	Pen	565	Pen	Pen	Pen	Pen	Pen	Pen	Pen
478	Pen	Pen	Pen	Pen	Pen	Pen	Pen	566	Pen	Pen	Pen	Pen	Pen	Pen	Pen
479	Pen	Pen	Pen	Pen	Pen	Pen	Pen	567	Pen	Pen	Pen	Pen	Pen	Pen	Pen
480	Pen	Pen	Pen	Pen	Pen	Pen	Pen	568	Pen	Pen	Pen	Pen	Pen	Pen	Pen
481	Pen	Pen	Pen	Pen	Pen	Pen	Pen	569	Pen	Pen	Pen	Pen	Pen	Pen	Pen
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483	Pen	Pen	Pen	Pen	Pen	Pen	Pen	571	Pen	Pen	Pen	Pen	Pen	Pen	Pen
484	Pen	Pen	Pen	Pen	Pen	Pen	Pen	572	Pen	Pen	Pen	Pen	Pen	Pen	Pen
485	Pen	Pen	Pen	Pen	Pen	Pen	Pen	573	Pen	Pen	Pen	Pen	Pen	Pen	Pen
486	Pen	Pen	Pen	Pen	Pen	Pen	Pen	574	Pen	Pen	Pen	Pen	Pen	Pen	Pen
487	Pen	Pen	Pen	Pen	Pen	Pen	Pen	575	Pen	Pen	Pen	Pen	Pen	Pen	Pen
488	Pen	Pen	Pen	Pen	Pen	Pen	Pen	576	Pen	Pen	Pen	Pen	Pen	Pen	Pen
489	Pen	Pen	Pen	Pen	Pen	Pen	Pen	577	Pen	Pen	Pen	Pen	Pen	Pen	Pen
490	Pen	Pen	Pen	Pen	Pen	Pen	Pen	578	Pen	Pen	Pen	Pen	Pen	Pen	Pen
491	Pen	Pen	Pen	Pen	Pen	Pen	Pen	579	Pen	Pen	Pen	Pen	Pen	Pen	Pen
492	Pen	Pen	Pen	Pen	Pen	Pen	Pen	580	Pen	Pen	Pen	Pen	Pen	Pen	Pen
493	Pen	Pen	Pen	Pen	Pen	Pen	Pen	581	Pen	Pen	Pen	Pen	Pen	Pen	Pen
494	Pen	Pen	Pen	Pen	Pen	Pen	Pen	582	Pen	Pen	Pen	Pen	Pen	Pen	Pen
495	Pen	Pen	Pen	Pen	Pen	Pen	Pen	583	Pen	Pen	Pen	Pen	Pen	Pen	Pen
496	Pen	Pen	Pen	Pen	Pen	Pen	Pen	584	Pen	Pen	Pen	Pen	Pen	Pen	Pen
497	Pen	Pen	Pen	Pen	Pen	Pen	Pen	585	Pen	Pen	Pen	Pen	Pen	Pen	Pen
498	Pen	Pen	Pen	Pen	Pen	Pen	Pen	586	Pen	Pen	Pen	Pen	Pen	Pen	Pen
499	Pen	Pen	Pen	Pen	Pen	Pen	Pen	587	Pen	Pen	Pen	Pen	Pen	Pen	Pen
500	Pen	Pen	Pen	Pen	Pen	Pen	Pen	588	Pen	Pen	Pen	Pen	Pen	Pen	Pen

[Signature]
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REPORT ON A ONE WEEK HANDS-ON EXPERIENCE SESSION ON “Enhancing Programming Skills”

The Training & Placement Cell of NRIIT organized a One week hands-on experience session for the interested final year B.Tech students of circuit branches ie., ECE, EEE, IT & CSE branches from 04-04-2022 to 09-04-2022. The resource person Mr. Mittal Bid from Coditas helped the students in solving many doubts which they expressed during the interactive sessions and removed their fear of coding.

The students got necessary motivation with the inputs shared by the resource and showed interest in the practical sessions.

Mr. Mittal also expressed his appreciation for the enthusiasm shown by the students for their improved performances in the approaching campus drives.


(Dr. T. Sreelatha)

Training Head

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CIRCULAR

15-04-2022

This is to inform all the Heads of Departments that A Two day seminar on "Promoting Language Skills to Communicate Better" is scheduled from 18-4-2022 to 19-4-2022 at the Seminar Hall, Main Block from 10:00 am to 4:00 pm by the Training & Placement Cell. Therefore, please ensure that all the final year students utilize the session without fail.

Dr. T. Srēelatha
Training Head

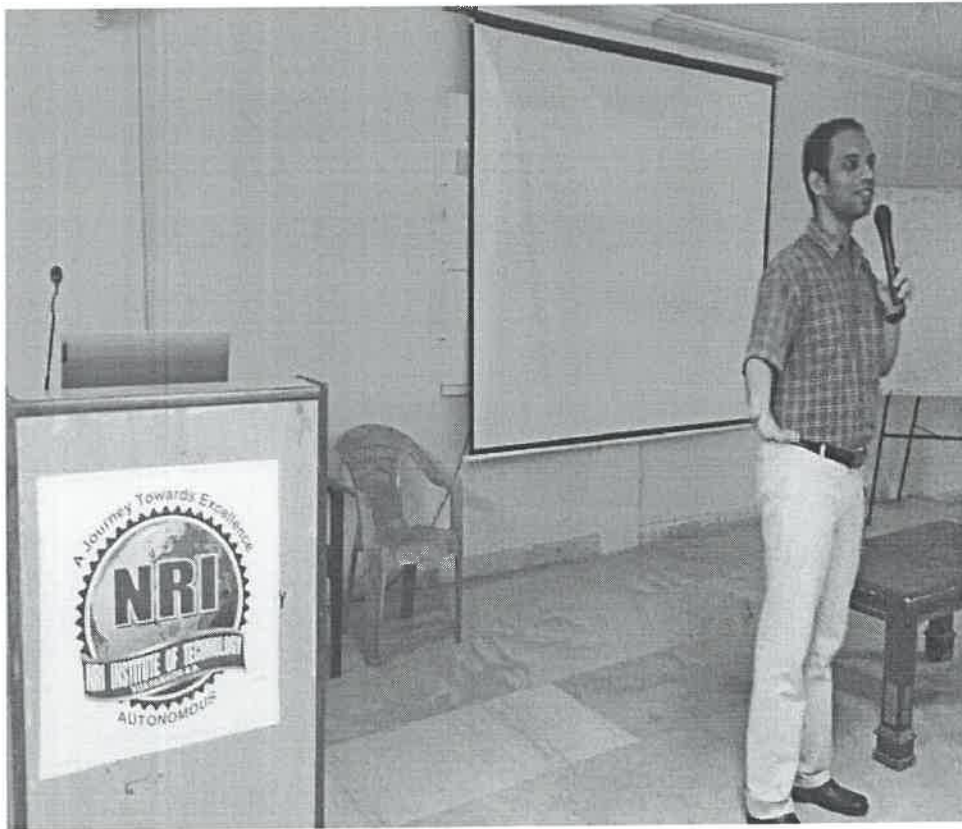
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AP India-521212

Dr C Naga Bhaskar
Principal

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2. Heads of all Departments
3. Training & Placement Cell

Mr. Natarajan, ALLSEC



A Two Day Seminar on "Promoting Language Skills to Communicate Better"

A blue ink signature, likely of the person who took the photograph or the organizer of the seminar.



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Promoting Language Skills to Communicate Better

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
320	Aravind	Arun	501	Sudh	Sudh
321	Sainh	Sainh	502	Sudh	Sudh
341	Pratik	Pratik	504	Kausha	Kausha
308	Kausha	Kausha	505	Kausha	Kausha
312	Kausha	Kausha	509	Nayab	Nayab
341	Kausha	Kausha	511	Ranuj	Ranuj
318	Kausha	Kausha	514	Nayab	Nayab
320	Kausha	Kausha	517	Kausha	Kausha
304	Kausha	Kausha	515	Kausha	Kausha
306	Kausha	Kausha	519	Kausha	Kausha
314	Kausha	Kausha	521	Arif	Arif
318	Kausha	Kausha	523	Kausha	Kausha
319	P. Mukesh	P. Mukesh	542	Nisat	Nisat
320	Kausha	Kausha	532	Mani	Mani
331	Kausha	Kausha	531	Rahit	Rahit
342	Kausha	Kausha	552	Kausha	Kausha
350	Kausha	Kausha	546	Asha	Asha
360	Kausha	Kausha	551	Makya	Makya
341	Kausha	Kausha	543	Ganesh	Ganesh
L5	Kausha	Kausha	516	Ganesh	Ganesh
L4	Kausha	Kausha	526	Kausha	Kausha
342	Kausha	Kausha	520	Kausha	Kausha
L7C	Kausha	Kausha	540	Kausha	Kausha
L7F	Kausha	Kausha	510	Kausha	Kausha
L-19	Kausha	Kausha	507	Kausha	Kausha
521	Kausha	Kausha	423	Kausha	Kausha
501	Kausha	Kausha	441	Kausha	Kausha
503	Vijaya	Vijaya	444	Kausha	Kausha
534	Kausha	Kausha	453	Kausha	Kausha
5B2	Pritya	Pritya	408	Kausha	Kausha
5F2	Pritya	Pritya	418	Kausha	Kausha
5F3	Machana	Machana	421	Kausha	Kausha
5E0	Ceba	Ceba	425	Kausha	Kausha
5E0	Gopi	Gopi	429	Kausha	Kausha
			432	Kausha	Kausha

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Promoting Language Skills to Communicate Better

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KNIA0505	K. Roshitha	K. Roshitha	18KNIA1205	Y. Saradhi	Y. Saradhi
18KNIA0120	D. Harshitha	D. Harshitha	18KNIA1207	Harish	Harish
18KNIA0501	U. Nagadevi	U. Nagadevi	18KNIA1204	Guna Sri	Guna Sri
18KNIA0505	P. Renuka	P. Renuka	18KNIA1204	Puritha	Puritha
18KNIA0504	K. Manitha	K. Manitha	18KNIA12011	Pavan. K	Pavan. K
18KNIA1120	A. Pujitha	A. Pujitha	18KNIA1214	Haritha	Haritha
18KNIA1121	M. Vinusha	M. Vinusha	18KNIA1217	Krishna	Krishna
18KNIA0501	S. Monika	S. Monika	18KNIA1219	K. Rgnish	K. Rgnish
18KNIA0505	M. Bhuvana	M. Bhuvana	18KNIA1221	Ashokan	Ashokan
18KNIA0505	R. Pavani	R. Pavani	18KNIA0440	Dhargavi	Dhargavi
18KNIA0505	N. Varsha	N. Varsha	18KNIA0441	Priya	Priya
18KNIA0504	T. Priyanka	T. Priyanka	18KNIA0443	Bharath	Bharath
18KNIA0501	P. Sanju	P. Sanju	18KNIA0420	Srikumar	Srikumar
18KNIA0503	S. K. Shamim	S. K. Shamim	18KNIA0559	Puslitha	Puslitha
18KNIA0503	B. Nagalakshmi	B. Nagalakshmi	18KNIA0435	Pallavi	Pallavi
18KNIA0502	B. Abhinavi	B. Abhinavi	18KNIA0430	Dharani	Dharani
18KNIA0505	B. Anusha	B. Anusha	18KNIA0231	Rajkumar	Rajkumar
18KNIA0503	M. Mahalakshmi	M. Mahalakshmi	18KNIA0421	Harini	Harini
18KNIA0503	D. Likhitha	D. Likhitha	18KNIA1252	Arjun Varma	Arjun Varma
18KNIA0503	A. Sushmitha	A. Sushmitha	18KNIA0415	Ranjalekha	Ranjalekha
18KNIA0503	B. Sailakshmi	B. Sailakshmi	18KNIA0436	Sree Rani	Sree Rani
18KNIA0503	V. Mahalakshmi	V. Mahalakshmi	18KNIA0205	Sunil Kumar	Sunil Kumar
18KNIA0503	B. Gnanusha	B. Gnanusha	18KNIA0425	Sri Karth	Sri Karth
18KNIA0504	B. Likhitha	B. Likhitha	18KNIA0238	Tanish. D	Tanish. D
18KNIA0503	A. Lavanya	A. Lavanya	18KNIA01233	Lalitha	Lalitha
18KNIA0503	D. Anusha	D. Anusha	18KNIA01242	Kundana	Kundana
18KNIA0504	B. Swaroopa	B. Swaroopa	18KNIA0561	Kanya	Kanya
18KNIA0503	K. Prathusha	K. Prathusha	18KNIA0433	Anil Reddy	Anil Reddy
18KNIA0504	N. Sridevi	N. Sridevi	18KNIA0445	Smitha	Smitha
18KNIA0505	D. Siri	D. Siri	18KNIA0436	Abhisam	Abhisam
18KNIA0503	S. Yamini	S. Yamini	18KNIA0438	Anand	Anand
18KNIA0505	K. Dhanya	K. Dhanya	18KNIA0455	Naradh	Naradh
18KNIA0507	P. Sathwik	P. Sathwik	18KNIA0441	Srinivas	Srinivas
18KNIA0505	N. Gayathri	N. Gayathri	18KNIA0460	Kirthi. Y	Kirthi. Y
18KNIA0506	M. Jahnu	M. Jahnu	18KNIA0431	Arathukiran	Arathukiran

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REPORT ON A TWO DAY SEMINAR ON

“Promoting Language Skills to Communicate Better”

A One week value added program on ‘Promoting Ease to Communicate Better’ was organized for the interested students of final year students of all branches by the Training & Placement Cell on 18-04-2022 and 19-04-2022. Mr. Natarajan from ALLSEC threw light on the typical areas of Communication where they commit general mistakes and a few strategies to overcome shy and fear while communicating with others.

The students were totally happy with the inputs shared by the resource and showed interest in the one-to-one practical sessions.

The resource person Mr. Natarajan felt very happy with the live sessions.



(Dr. T. Sreelatha)

Training Head

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CIRCULAR

10-05-2022

This is to inform all the Heads of Departments that **A Two day Workshop on "Etiquettes for Better Communication & Soft Skills"** is scheduled from 13-5-2022 to 14-5-2022, 10:00 am to 4:00 pm at the Seminar Hall, Main Block by the Training & Placement Cell. Therefore, please ensure that all the final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

Dr C Naga Bhaskar
Principal

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2. Heads of all Departments
3. Training & Placement Cell

Ms. Shilpa, HR-Wipro



A Two Day Workshop on "Etiquettes for Better Communication & Soft Skills"

A handwritten signature in blue ink, likely belonging to Ms. Shilpa, HR-Wipro.



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Etiquettes for Better Comm. & Soft Skills

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KNIA0501	SK. Rabbani	SK. Rabbani	18KNIA0503	S. Mahesh	S. Mahesh
18KNIA0502	B. Vayya	B. Vayya	18KNIA0504	K. Ramu	K. Ramu
18KNIA0502	V. Jal Jowmya	V. Jal Jowmya	18KNIA0516	Rani. P	Rani. P.
18KNIA0514	SK. Shariet	SK. Shariet	18KNIA0517	SK. Shariet	SK. Shariet
18KNIA0515	E. Gowri Monohar	E. Gowri Monohar	18KNIA0518	R. Ashwin	R. Ashwin
18KNIA0524	K. Vamsi	K. Vamsi	18KNIA0522	K. yojaswitha	K. yojaswitha
18KNIA0525	V. Karthik	V. Karthik	18KNIA0524	Md. Abdul	Md. Abdul.
18KNIA0522	J. Koushik Babu	J. Koushik Babu	18KNIA0508	SK. Sharief	SK. Sharief
18KNIA0529	K. abhishek	K. abhishek	18KNIA0525	Y. Meera	Y. Meera
18KNIA0530	S. Venkat	Venkat.	18KNIA0526	K. Koushik Sai	K. Koushik Sai
18KNIA0541	V. Shanti	V. Shanti	18KNIA0519	P. Omkar	P. Omkar
18KNIA0415	R. Kishore	R. Kishore.	18KNIA0520	R. Shanmukh	R. Shanmukh
18KNIA0416	K. Aditya	K. Aditya	18KNIA0521	V. Navya	V. Navya
18KNIA0417	P. Sai	P. Sai	18KNIA0511	Briya. S	Briya. S.
18KNIA0418	V. L. Chandu	V. L. Chandu.	18KNIA0512	K. Ramya	K. Ramya
18KNIA0505	SK. Basha	SK. Basha	18KNIA0513	T. Rahul	T. Rahul
18KNIA0527	Y. Manoj Kumar	Y. Manoj Kumar	18KNIA0408	Harri. B	Harri. B.
18KNIA0528	V. Ram	V. Ram	18KNIA0409	R. Mallika	R. Mallika
18KNIA0529	K. Krishna	K. Krishna	18KNIA0401	B. Mounika	B. Mounika
18KNIA0535	S. Soma Raj	S. Soma Raj	18KNIA0402	SD. Abbas	SD. Abbas
18KNIA0526	T. Bekkam	T. Bekkam	18KNIA0412	B. Chandrika	B. Chandrika
18KNIA0527	T. Teja	T. Teja.	18KNIA0410	P. Pratharshitha	P. Pratharshitha
18KNIA0528	SK. Jfaan	SK. Jfaan	18KNIA0411	C. Pinky	C. Pinky
18KNIA0526	K. Krishna	K. Krishna	18KNIA0509	K. Vaishnavi	K. Vaishnavi
18KNIA0425	Ch. Harika	Ch. Harika.	18KNIA0407	V. Pallavi	V. Pallavi
18KNIA0446	M. Raju	M. Raju	18KNIA0530	P. Gowri	P. Gowri
18KNIA0448	SK. Shafiya	SK. Shafiya.	18KNIA0531	C. Nani	C. Nani
18KNIA0424	A. Manga	A. Manga.	18KNIA0532	SD. Shahid	SD. Shahid.
18KNIA0430	Sd. Mastan	Sd. Mastan.	18KNIA0510	SK. Taslim	SK. Taslim
18KNIA0507	P. Avinash	P. Avinash	18KNIA0533	Sana Khan	Sana Khan
18KNIA0421	K. Sita	K. Sita	18KNIA0534	N. Naveen	N. Naveen
18KNIA0432	B. Jayaram	B. Jayaram	18KNIA0503	Raman. S	Raman. S
18KNIA0432	Sd. Yusuf	Sd. Yusuf	18KNIA0404	S. Sunaha	S. Sunaha
18KNIA0414	Md. Yasin	Md. Yasin	18KNIA0405	S. Deepika	S. Deepika
18KNIA0434	K. Suresh	Suresh. K	18KNIA0406	S. Vasanthi	S. Vasanthi


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Etiquettes for Letter Comm. & Soft Skills.

Reg. No.	Day 1	Day 2	Reg. No.	Day 1	Day 2
18KNIAD 401	Ravi	Ravi	543	Vinitha	Vinitha
402	Tijada	Tijada	557	Pranitha	Pranitha
415	Raventh	Ravente	18KNIAD320	Ranya	Ranya
417	Ravi	Ravi	302	Kavitha	Kavitha
408	Witha	Witha	312	Kavya	Kavya
412	Shaji	Shaji	317	Keedhi	Keedhi
423	Aravindh	Aravindh	321	Swathi	Swathi
441	Shy. Naranid	Shy. Naranid	342	Swathi	Swathi
442	Kumar	Kumar	351	Hemant	Hemant
444	Danesh	Danesh	313	Radhvi	Radhvi
403	Durga	Durga	326	Priyanka	Priyanka
410	Hema	Hema	224	Akhila	Akhila
419	Devi	Devi	319	Harshitha	Harshitha
421	Siva	Siva	330	Bindhu	Bindhu
424	Mani	Mani	332	Bindhu	Bindhu
452	Yash	Yash	341	Shravya	Shravya
457	M. Anand	M. Anand	336	Shruti	Shruti
560	Venka	Verka	351	Usha	Usha
501	Taher	Taher	LE-2	Pamulababu	Pamulababu
521	Jagan	Jagan	LE17	Prasad	Prasad
511	Reddy	Reddy	L-19	Pavan	Pavan
522	Vamsi	Vamsi	412	Annu	Annu
523	Karthik	Karthik	415	Vamsi	Vamsi
522	leela Supriya	leela Supriya	417	Nagaraj	Nagaraj
513	N. I. Ramaran	N. I. Ramaran	423	Ganga	Ganga
514	Puष्pa	Puष्pa	251	T. Uma	T. Uma
524	Sumaya	Sumaya	403	Pravisha	Pravisha
508	leela Supriya	leela Supriya	460		
519	Karthik	Karthik	502	V. Supriya	V. Supriya
541	Dallavi	Dallavi	502	Karshana	Karshana
552	Charan	Charan	504	Mahi	Mahi
549	Swami	Swami	506	Gayathri	Gayathri
537	Rupa	Rupa	504	Phani	Phani
536	Swanya	Swanya	507	Rajin	Rajin
			5A2	Rani	Rani

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REPORT ON A TWO DAY WORKSHOP ON “Etiquettes for better Communication and Soft Skills”

A Two day workshop on ‘Etiquettes for better Communication and Soft Skills’ was organized for the interested students of final year students of all branches by the Training & Placement Cell from 13-05-2022 to 14-05-2022. The resource Ms. Shilpa, HR from WIPRO threw light on a few typical areas of important etiquettes that are essential for getting placed successfully in various MNCs.

The students felt very happy with the inputs shared by the resource and showed interest in the one-to-one practical sessions along with clarifying their doubts.

Ms. Shilpa expressed her interest and extended her appreciation for the active student participation.


(Dr. T. Sreelatha)

Training Head

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CIRCULAR

21-05-2022

This is to inform all the Heads of Departments that A One day seminar on "Enhancing Communication Skills to meet Industry needs" is scheduled on 23-5-2022 from 10:00 am to 4:00 pm at the Seminar Hall, Main Block by the Training & Placement Cell. Therefore, please ensure that all the final year students utilize the session without fail.

Dr. T. Sreelatha
Training Head

NRI INSTITUTE OF TECHNOLOGY
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Agiripalli (M), Krishna (Dt)
AP India-521212

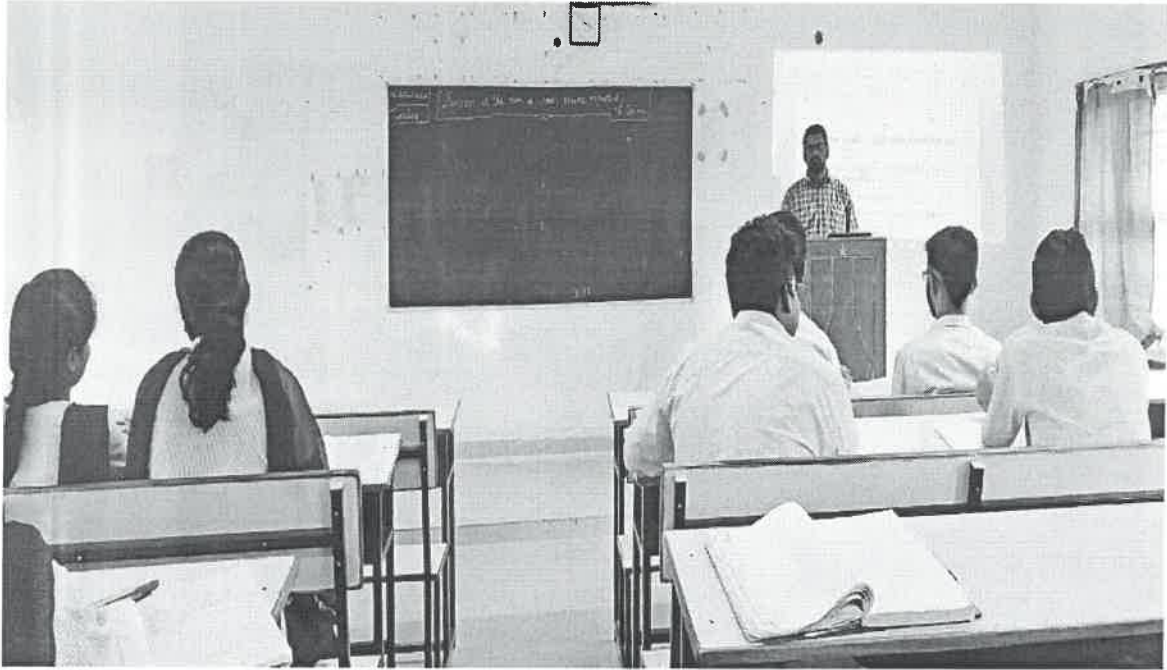
Dr C Naga Bhaskar

Principal
PRINCIPAL
NRI Institute of Technology
Pothavarappadu (V), Agiripalli (M)

Copies to:

1. All the IV year classes- to be read in the classes
2. Heads of all Departments
3. Training & Placement Cell

Mr. J V Narasimha Rao, Communication Skills Trainer



A One Day Seminar on “Enhancing Communication Skills to meet industry needs”

J V Narasimha Rao



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Enhancing Communication Skills To Meet Industry Needs

REG. NO.	SIGNATURE	REG. NO.	SIGNATURE
18KNIAD112	Ravathi	18KNIAD412	Abhiketh
101	Ramu	408	Anitha
110	Usha	413	Gayathri
111	Anook	406	Hanika
108	Anusha	406	Imohan
106	TEJA	409	Alaveya
106	Renugxi	410	Bhaskar
107	Phani	414	Vidhanan
121	Shilpa	416	Saajira
132	Radhikakoti	417	Salya
18KNIAD236	Durga	419	Susmitha
214	Bhargavi	421	Kavya
251	Abhilash	222	Kaara
260	Lakshmi Kanth	431	Prasanna
262	Mounika	435	Pratibha
205	Subhama	18KNIAD502	Deepthi
280	Lakshmi	515	Lakshmi
212	Pavna Chandra	517	Ramane
220	Prithi	523	Rajitha
216	Kusuma	526	Ramasita
211	Vasanthitha	521	Rishita
219	Supriya	522	Ani-Amudha
232	Kibari	524	Ravi
230	Aruna	527	Shanaka Lakshmi
18KNIAD312	Raghu	503	Pranitha
305	Pavan	507	Rokhassi
306	Sahithi	512	Bhavana
302	Gopi	509	Sivani
301	Keerthi	501	Lavanya
313	Varsha	505	Pratibha
314	Haney	507	K. Amudha
316	Divyitha	531	Pranitha
320	Vamsi	542	Sneha
330	Harith Varna	550	Anusudha
327	Keerthana	516	Anitha

(Signature)

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REPORT ON A ONE DAY SEMINAR ON

“Enhancing Communication Skills to Meet Industry Needs”

A One day seminar on ‘Enhancing Communication Skills to meet Industry needs’ was organized for the interested students of final year students of all branches by the Training & Placement Cell on 23-05-2022. The resource Mr. J.V. Narasimha Rao briefed on the importance of corporate communication which is very much the need of the hour. A few case studies were dealt with during the interactive session which clarified the doubts of many students.

The students felt a boost-up to their morale after participating in the interaction with the resource.

Ms. Narasimha admired and appreciated the active participation of the students all through the program.


(Dr. T. Sreelatha)

Training Head

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