



June 16, 2021

Guntuku Vivek
1-50, Kakarlapalli,
Manthani,
Peddapalle,
Telangana-505184

Dear Guntuku Vivek,

Further to the discussion and interview you had with us and based on your application; we offer you employment with us as **"Trainee - Software Engineer"** in our company (TVS Next Ltd).

The compensation details and terms and conditions of the offer are herewith enclosed as Annexure I and II, hereto.

Your primary work location will be **"Chennai, Tamil Nadu"**. Your date of joining is expected to be on or before **June 21, 2021**.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us before **June 17, 2021**.

We welcome you to the TVS Next family! Wish you a long and successful career with us.

Best wishes.

Yours Sincerely,
For TVS Next Ltd.

A handwritten signature in blue ink, appearing to read "Indumathy K".

Indumathy Karthikeyan
Vice President - People

ACCEPTED

Guntuku Vivek

**ANNEXURE I
COMPENSATION & BENEFITS
2021-2022**

Name	Guntuku Vivek	
Grade	1	
Designation	Trainee - Software Engineer	
Cost To Company (CTC)	Monthly (Rs.)	Per Annum (Rs.)
Basic Salary	9,945	1,19,340
HRA (50% of basic)	4,973	59,670
Statutory Bonus	583	7,000
Flexible Benefit Plan (FBP) *	10,554	1,26,650
Gross Salary	26,055	3,12,660
Retirals		
• Employer PF Contribution	1,800	21,600
• Gratuity (4.81% of annual basic) **		5,740
Cost To Company (CTC)		₹ 3,40,000

* FBP plan will be applicable as per company's policy.

** Gratuity will be paid as per The Payment of Gratuity Act – 1972

Salary:

On successful completion of probation period, your salary will be revised to **INR 4,00,000/-** (Four Lakhs only).

Insurance:

You are also entitled for Group Mediclaim Insurance which covers self, spouse, parents and up to 2 children with a floating coverage of Rupees Two Lakh and Group Personal Accidental Policy (GPA) coverage of Rupees Ten lakh.

Yours Sincerely,
For TVS Next Ltd.



Indumathy Karthikeyan
Vice President - People

ACCEPTED

Guntuku Vivek

TERMS AND CONDITIONS OF OFFER

ANNEXURE II

1. This offer is valid for a period of **1 day** from the date of offer letter and if not accepted by then, this offer will be deemed to have been rejected.
2. You will be on full time employment with TVS Next and during the tenure of employment, you should not undertake any direct/indirect business/work/assignment, whether honorary or for payment.
3. You will retire from the services on reaching the age of 58 years or earlier if found medically unfit. Your date of birth already given by you in your application form would be treated as binding and final.
4. You will be on probation for a period of 12 months from the date of your joining. On completion of the probation period, your employment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended. In case you choose to leave the Company before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 1,00,000/- as agreed and signed by you in this employment agreement and to serve a notice period of 90 days.
5. Your job is transferable, and the Company reserves its right to require you to work from any of its offices or affiliate's office or client locations. These locations can either be in India or abroad.
6. As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in-classroom learning, on-the-job training, or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you willfully commit to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your confirmation. In case you choose to leave the Company before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 1,00,000/- as agreed and signed by you in this employment agreement and to serve a notice period of 60 days.
7. Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you, as proof in support of the above, the Company reserves the right to revoke the offer at any time during your service.
8. Your employment is subject to the Company receiving satisfactory references based on information provided by you. This reference check will be conducted by a third party.

9. Your salary/compensation details are strictly confidential between you and the Company. It should not be disclosed or discussed with any other person in the Company or outside unless required for disclosure as per statutes.

10. You will submit the **copies (2 sets)** of the following documents on your date of joining:

- SSLC / SSC / UG / PG – Mark Sheet and Certificates,
- Passport including stamped pages and PAN Card,
- 5 passport size photographs,
- Government ID Proof – Aadhaar card, Driving License / Voter's ID.

11. Termination:

Your employment shall be treated as withdrawn in case:

- i. If you have not scored minimum aggregate marks of 60% in your 10th & 12th Standard or equivalent education.
- ii. For Graduates: You if have not scored minimum aggregate marks of 60% in your graduation.
- iii. If you have any pending backlogs/ arrears at the time of course completion or in 8th Semester.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect, and we reserve our rights to take suitable action against you as we may deem fit.

12. NexVarsity Program:

During the time between your training period, the Company will provide you an online, self-directed learning, classroom, and on-the job training opportunity through a Nexvarsity Program. You will be given a specific technology track to learn, and we urge you to utilize this opportunity to gain hands-on experience to enable you to obtain a suitable project.

Details of the program and assessment are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining TVS Next Ltd, you will need to go through the Technology training and assessment.
- To clear assessments for the program, you are required to score minimum grade in each assessment. If you are unable to secure the minimum required grade in all or any of your assignment, you will be given two opportunities to show progress. During each reattempt, reasonable help and guidance will be provided to you to clear the assessment. If there is no progress beyond two given opportunities, your training will be suspended, and offer will be withdrawn by the company.

13. At the time of joining, you shall sign and accept:

- Terms and conditions of employment,
- Employment, Invention and Confidential Information Agreement.

14. Your role definition will be based on mutually defined OKR's. These will be jointly set between you and your reporting Manager. You will abide by such definitions and will make all efforts to comply with the same.

Yours Sincerely,
For TVS Next Ltd.

Indumathy Karthikeyan
Vice President - People

ACCEPTED

Guntuku Vivek

This is to certify that I have read and understood all the terms and conditions mentioned in the offer letter and enclosed Annexures. I hereby accept and agree to abide by them:

Name in Full:

Signature:

Date of Joining: