

01 October 2021  
Ref: INTENSE/HR/AL/09-27/2021-22

Gangireddy Bharat,  
Hyderabad

**SUB: APPOINTMENT LETTER**

Dear **Gangireddy Bharat**,

From all of us at Intense Technologies Limited (the Company), We are pleased to offer you employment as **"Trainee Security Testing Engineer"** from **04 October 2021**. Your base location will be **Hyderabad**, under the guidance of the Manager, currently **R Anandan**. You agree that Intense may change your role from time to time and you agree to undertake such additional or alternative duties for the Company and/or any Group Company, without additional remuneration, as the Company may reasonably require. The Company reserves the right to withdraw this offer until your acceptance of this offer.

**Remuneration & Probation:** After you have joined Intense Technologies Limited, you will be undergoing the corporate Induction program that includes orientation towards the working conditions, etiquette and culture of our company and its associates. As part of this corporate program, if necessary, you may also be provided with some training to further enhance your skill-set. **After successful completion of the corporate program and commencement of your work, you will be under mandatory probation for six months during which your performance would be closely monitored.** Revision of salary would be done upon successful completion of 12 months from the date of joining depending upon the nearest Appraisal Cycle of the organization. Your compensation in terms of CTC would be **Rs 221160 /-** (Rupees Two Lakhs Twenty One Thousand One Hundred and Sixty Only) which leads to a monthly Gross of **Rs 15000 /-** (Rupees Fifteen Thousand Only) as detailed in the CTC Format-Pg 4. Your individual remuneration is purely a matter between yourself and Intense Technologies Limited and has been arrived on the basis of your job, skills specific background and professional merit. It is our policy that each employee maintains this information and any changes made therein from time to time as personal and confidential. Failure to adhere to this policy may result in termination of employment and are subject to change without any notice at discretion of the company and might even lead to legal actions. Please sign adjacent to this point so as to agree that you read and understood the above clause.

**Payroll:** Intense Technologies Limited shall contribute the Employers share only towards Provident Fund, ESI, and Insurance. Employees need to pay their share of provident Fund, ESI, Professional Tax, Income Tax and any other statutory charges, Taxes, Fees as per Government policies wherever applicable. The salaries are paid by the 5th of subsequent month.

**Confirmation Rules and Regulations:** On successful completion of Probation, you will be confirmed in the service, which will be intimated to you in writing and consequently during probation your services will be governed by the Service Rules and Regulations which may be brought in force or amended from time to time, as applicable to all confirmed employees of the company.

**Leave and Attendance:** Employees are entitled for leaves as detailed below:

| Employment Status | No of leaves Per Month | Comments                                                                                                                                                                  |
|-------------------|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Probation         | 2 Days                 | Leaves taken in 1st Month will be a LOP                                                                                                                                   |
| Confirmed         | 2.5 Days               | Employees are entitled for Compensatory Leave for working on week-offs and holidays. Employees can accumulate up to a maximum of 45 days leaves at a given point of time. |



**Intense Technologies Limited**  
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Telangana, India  
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**E** : info@in10stech.com CIN - L30007TG1990PLC011510  
Our Global Offices : Dubai | Florida | London | Singapore

Employees will be given 13 holidays in a calendar year, which will be published by Human Resource team

**Service Contract:** The notice period required to be given before discontinuation of service is two months or Two-month's salary in lieu thereof, at the sole discretion of the company.

**Exit Formalities:** Intense Technologies Limited is an at-will employer, and, as such, the employee may choose to resign from his job by giving at least two months written notice to his/ her reporting head and it should be accepted before his/ her relieving. Resignation letter sent through email, fax, sms are not accepted. Similarly Intense Technologies Limited may terminate employment at any time with two weeks of written notice unless it is owing to employee performance issues in which case it is immediate. All assets (laptop, mobile etc.) are to be submitted to the department head or any other person nominated by him. The employee needs to settle dues with all the departments and surrender all necessary documents.

**Competition Clause:** Competitors are defined as organizations marketing their Intellectual property, products and solutions similar to, or in direct competition to products, services offered by Intense. Partners include organizations that have collaborated with Intense for various requirements and have signed a "no hire" clause with Intense. In order to safeguard the Intellectual property at Intense, resigned employees are required to agree not to contact or join any competitor or partner for a minimum period of one year from the last date of employment at Intense.

**General:** During the course of your association with the organization, you will employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interests of the company and generally carry out duties and work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.

**Place of Posting and Transfer:** Place of posting is **Hyderabad**. During your employment with this company, you may be posted or transferred / attached to any other group Company of Intense or to any of the offices / subsidiaries / units / associate offices of the company to any town or city in India or abroad, at the sole discretion of the Management. While working in another branch/ group Company on transfer / attached position, you shall be entitled to emoluments and perks as applicable in the transferred / attached Company and for all purposes you shall be deemed to be employed in the company transferred / attached.

**Misuse:** You are not authorized to use company email id/ internet access for any personal or private communication/ purpose. Use of personal laptops, data cards, pen drives, CD's, DVD's in office premises is strictly prohibited and is liable for confiscation. Use of company stationary for personal purpose is strictly prohibited.

**Moral Responsibility & Honesty:** You are expected to deal with Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed any time, without any prior notice if you are found guilty of gross indiscipline, fraud, and misappropriation or acting against the interests of the company.

**Other Employments:** During the period of your employment with the Company, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.



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**Exams / courses:** In case you intend to appear in some examinations or to attend some classes while working with Intense, you are required to obtain prior written permission for the same giving full details including time frame involved. You will undertake that it will not affect your duties and responsibilities as assigned by the Company.

**Invention & Discoveries:** While employed with the company, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

**Medical Fitness:** You are required to maintain yourself in a state of medical / physical / mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case, your services are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.

**Secrecy:** You will not give anyone, by word of mouth, writing, facsimile or any device or otherwise any particulars or details, which you acquire during the course of your employment or our working systems, technical know-how, security arrangements, administrative, and / or organization matters of our establishment and our clients, whether confidential, secret or otherwise either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here-to fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company / person connected with the company.

While reporting for duty, kindly bring the following documents:

- Copies of all Certificates
- Four Passport Size Photographs
- Original and copy of Passport, Aadhar Card & PAN Card
- Offer Letter and Relieving letter from present employer
- Latest salary certificate
- Address Proof

You are advised to read this letter carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of your having understood and accepted the same.

For **INTENSE TECHNOLOGIES LIMITED**

**Padmini Ieeja**  
**Sr.Manager-Human Resources**



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| ANNUAL EARNING OPPORTUNITY (CTC)                                                                                                                                                          |                             |  |             |                                   |         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|--|-------------|-----------------------------------|---------|
| Name                                                                                                                                                                                      | Gangireddy Bharat           |  | Designation | Trainee Security Testing Engineer |         |
| Location                                                                                                                                                                                  | Hyderabad                   |  | LOB         | Testing                           |         |
| FIXED EARNINGS (PAYABLE MONTHLY)                                                                                                                                                          |                             |  |             |                                   |         |
|                                                                                                                                                                                           |                             |  |             | Annual                            | Monthly |
| 1                                                                                                                                                                                         | BASIC                       |  |             | 72000                             | 6000    |
| 2                                                                                                                                                                                         | DA                          |  |             | 27000                             | 2250    |
| 3                                                                                                                                                                                         | HOUSE RENT ALLOWANCE        |  |             | 63000                             | 5250    |
| 4                                                                                                                                                                                         | CONVEYANCE                  |  |             | 9000                              | 750     |
| 5                                                                                                                                                                                         | LEAVE TRAVEL ALLOWANCE      |  |             | 4500                              | 375     |
| 6                                                                                                                                                                                         | MEDICAL ALLOWANCE           |  |             | 4500                              | 375     |
| 7                                                                                                                                                                                         | MOBILE ALLOWANCE            |  |             | 0                                 | 0       |
| 8                                                                                                                                                                                         | SPECIAL ALLOWANCE           |  |             | 0                                 | 0       |
| TOTAL FIXED EARNINGS (A)                                                                                                                                                                  |                             |  |             | 180000                            | 15000   |
| STATUTORY BENEFITS                                                                                                                                                                        |                             |  |             |                                   |         |
| 1                                                                                                                                                                                         | GRATUITY                    |  |             | 5184                              | 432     |
| 2                                                                                                                                                                                         | PROVIDENT FUND (EMPLOYER)   |  |             | 15120                             | 1260    |
| 3                                                                                                                                                                                         | ESIC                        |  |             | 5856                              | 488     |
| TOTAL STATUTORY EARNINGS (B)                                                                                                                                                              |                             |  |             | 26160                             | 2180    |
| VARIABLE ALLOWANCES (NOT APPLICABLE FOR ALL EMPLOYEES)                                                                                                                                    |                             |  |             |                                   |         |
| k                                                                                                                                                                                         | LOCAL TRAVEL ALLOWANCE      |  |             | 0                                 | 0       |
| l                                                                                                                                                                                         | FOOD ALLOWANCE / TOUR       |  |             | 0                                 | 0       |
| m                                                                                                                                                                                         | CITY COMPENSATORY ALLOWANCE |  |             | 0                                 | 0       |
| ALLOWANCES (C)                                                                                                                                                                            |                             |  |             | 0                                 | 0       |
| MEDICAL BENEFITS                                                                                                                                                                          |                             |  |             |                                   |         |
| 1                                                                                                                                                                                         | MEDICAL INSURANCE           |  |             | 12000                             | 1000    |
| 2                                                                                                                                                                                         | PERSONAL ACCIDENT INSURANCE |  |             | 3000                              | 250     |
| MEDICAL BENEFITS (D)                                                                                                                                                                      |                             |  |             | 15000                             | 1250    |
| COST TO COMPANY                                                                                                                                                                           |                             |  |             |                                   |         |
| TOTAL (A+B+C+D)                                                                                                                                                                           |                             |  |             | 221160                            | 18430   |
| IMPORTANT TERMS                                                                                                                                                                           |                             |  |             |                                   |         |
| Statutory Earnings of the compensation are not paid out until later based on the fulfilment of conditions as prescribed by the prevalent law                                              |                             |  |             |                                   |         |
| Shift Allowance/food Allowance are applicable to certain departments and would vary as per company policy                                                                                 |                             |  |             |                                   |         |
| Statutory deductions from Fixed Earnings: Professional Tax (upto Rs. 200), Employee PF from Salary (Rs. 1800) ESIC (if applicable @0.75 of gross) and Income Tax if any will be deducted. |                             |  |             |                                   |         |