

Offer Letter

Thimmapuram Bharath
H:No-2-109, shivanagar,
warangal-506002

Date: 07-02-2022

Dear Bharath ,
Congratulations!!

With reference to your employment submission and subsequent interview(s) with us. We are pleased to offer you the position of "GET " at Arise Global Services Private Limited (hereinafter referred to as "Company").

This offer is valid with DOJ 7th of February 2022 thus connect with our TA for any dialogue summit

Your base location will be Hyderabad. However, Arise may require you to work at our other development centers and/or Client's sites (either inside or outside India).

Below are the terms, and conditions discussed and mutually agreed upon during the interview, which are as follows:

1. Your Annual "Cost To Company" will be Rs.2,00,000/- (Rupees Two Lakhs Only) per Annum. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
2. You will be on probation for 3 months from the date of joining as your services with the Company will be deemed as confirmed based on evaluation of your performance by your Reporting Manager after discussing with you. The same will be followed by a confirmation letter or email in case you are deemed confirmed.
3. During the probationary period, any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on the confirmation, the services can be terminated from either side by giving two months (60 days) notice or salary in lieu thereof.
4. Upon termination of employment, you shall immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, effects, or records belonging to the Company or relating to its business and shall not retain or make copies of these items. Upon termination of employment, you will also return all company Asset property, which may be in your possession.
5. You shall be governed by the, ISMS, rules and regulations of the Company as applicable, which are enforced and framed from time to time, and will be notified to you. During the

Arise Global Services Pvt. Ltd.

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