

WEST AGILE LABS
Letter of Intent (LOI)

Date: 4th January 2023

Mr. Yarasi Pavan Kumar Reddy

S/o. Sri.Gopal Reddy,
H No:2-81, Kota Kandukuru,
Allagadda,
Nandyal,
Andhra Pradesh-518543

Dear Pavan,

West Agile Labs is excited to bring you onboard to grow along with us.

We believe that companies grow and flourish by the enthusiasm and energy of the people who are willing to invest into its future. We also believe that our team is truly our strength. At West Agile Labs, we strive to foster an ecosystem that encourages team bonding, building on the unique strengths of its associates.

We are keen to witness you embark on a richly rewarding journey with us and pleased to release this conditional offer for employment with us, as detailed below.

Work Mode: Work from Office

Work Location: Hyderabad

Business Unit: Hyderabad

Based on your performance in our Screening, we are pleased to inform you that you have been provisionally selected by Westagile IT Labs India Pvt. Ltd., (Company) for undergoing Sponsored Training Program on the latest technologies.

- On evaluation of this training program and your successful selection you will undergo an Internship from **19th July 2023**.
- On successful completion and selection in the Internship you will be offered an employment as a **Software Engineer in Westagile IT Labs India Pvt. Ltd.**

The sponsored training program is expected to commence from **20th January 2023**. Schedules given are tentative and may change at the discretion of the company.

Joining formalities to be completed prior to joining the sponsored training program:

- On receipt of this letter, you are required to submit your consent by duly signing on all pages along with signed LOI, self-attested photocopies of all your marks sheets starting from 10th class onwards.

www.westagilelabs.com

| 4th Floor ,BLOCK B,Purva Summit,White Field Road, White Fields, | CIN:U72300TG2015PTC1
Hitech City,Hyderabad,Telangana-500081. GSTN: 36AABCW75211Z5

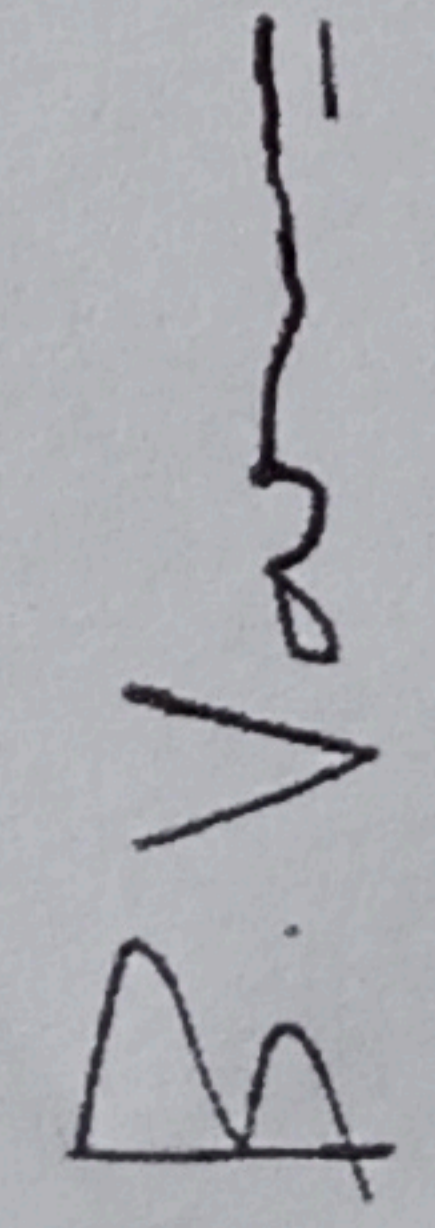
You are also required to sign a service agreement that is applicable to you during the training period and up to twenty-four months from the date of appointment as a full-time employee.

The other employment conditions are as follows:

- The Company shall pay a stipend of **Rs.20,000/- (Rupees Twenty Thousand Only)** during the training/internship period.
- A compensation of **Rs. 5,50,000/- (Rupees Five Lakhs Fifty Thousand Only)** post completion of training period, on appointment as a full-time employee with the Company. The above amount includes the fixed component of **Rs.5,00,000/- (Rupees Five Lakhs Only)** Annual Bonus of **Rs. 50,000/- (Rupees Fifty Thousand Only)**. The breakdown of the same is presented in Annexure - 1.
- The benefits and leave policies mentioned in the offer letter are applicable post completion of the training program which are presented in Annexure - 2.
- The training program is offered to you as an intern on temporary employment status, however, all the other terms and conditions of employment remain the same as mentioned in Annexure 3.
- As part of the employment, you will have to sign on two other agreements, namely, Non-Disclosure agreement and Code Of Conduct printed on a non-judicial stamp paper. These documents are to be signed by you on the day of joining the training program.
- The Company reserves the right to terminate your sponsored training and employment summarily without any notice period or termination payment, if it has reasonable grounds to believe that you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.
- The Company reserves the right to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

Hearty Welcome to you and we wish you a bright and successful career at WAL!

For West Agile Labs,



Varun Bathina

Head - Global Offices

I accept the above offer

Signature:

Date: **4-January-2023**