

Appointment Letter

Nov 05, 2022

Dear Mr.M.Nikhilesh Reddy,

Welcome to YoungMinds Technology Solutions Private Limited and congratulations on your appointment as a **Wireless Communication - Intern**. The term of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- You will be employed by the Company at Tirupati with 30 business days of training period without pay and your employment will impact from 05/11/2022.
- We provide support to our global customers through various mediums to suit customer requirements by operating 24x7. You would be ready to accept the calls or requirements at any time on demand which may be needed to close or meet the business needs or customer timelines.
- You will be on probation for a period of 3 months from the date of your appointment. On completion of the probation period, your appointment 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. During probation no earned leaves will be provided and you were not allowed to take any leaves as well.
- The retirement age is 58 years.
- The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- Your Annual CTC will be Rs.96,000/- inclusive of variable pay with Annexure I - Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure I. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- All reasonable business expenses incurred by you in carrying out your duties shall, upon submission to the Company of written evidence of such expenses/requisite bills and vouchers to the satisfaction of the Company, be paid or reimbursed by the Company to you on a monthly basis.

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M. Nikhilesh Reddy

12. Training Period:

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

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours Sincerely,

For YoungMinds Technology Solutions Private Limited,



Human Resource Manager.

I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on

Place: Tirupati

Date: 5-11-2022

Name of the Employee: M Nikhilesh Reddy

Signed by the Employee: M Nikhilesh Reddy