

30-Apr-2022

Mr. Pradeep Chandrasekaran
Thirumudigoundanoor,
Velliyana(Po),Karur-639118
Moblie: +91 6374042577
Email: pradeepyamuna123@gmail.com

Dear Pradeep,

This is with regards to your internship period extension until onboarded as a full timer.

As discussed, this is to officially inform you that your internship is extended by mutual consent with effect from May 01, 2022 until onboarded as full time employee. During the internship extension period, you will be paid a consolidated stipend amount of ₹30,000 (Rupees Thirty Thousand only) per month. Additionally, you could qualify for a bonus amount of ₹15,000 (Rupees Fifteen Thousand only) per month subject to satisfactory assessment of your performance during the internship. This bonus amount will be paid on monthly basis and shall be approved by your reporting manager solely based on your performance during the internship. All vacation or leave taken (includes exams) during the extended internship will be accounted for and the stipend shall be prorated. Prevailing income tax rules shall apply.

You shall continue to receive instructions on your internship duties from your reporting manager like before. Please confirm your acceptance by email.

Yours Faithfully
for MulticoreWare India (P) Ltd



Shashikanth Jayaraman
Vice President - Global Human Resources

C.P.P.D..

16-Feb-2022

Mr. Pradeep Chandrasekaran
Thirumudigoundanoor,
Velliyani(Po), Karur-639118
Mobile: +91 6374042577
Email: pradeepyamuna123@gmail.com

Dear Pradeep,

With reference to your interest and subsequent assessments, we are pleased to offer you a Project Internship as a part of your curriculum. You shall report to the Engineering manager and be based out of Chennai.

During the internship period, you will be paid a stipend of ₹10,000 (Rupees Ten Thousand only) per month. Additionally, you could qualify for a one-time incentive subject to satisfactory assessment of your overall internship. This one-time incentive could be paid either at the end of the internship period at a quantum not exceeding Rs. 25,000 (Rupees twenty-five thousand only) or upon completing six months of employment if your internship is commuted to a full-time employment with us. In case of commutation to full time employment, the quantum shall not exceed Rs. 50,000 (Rupees fifty thousand only). Prevailing income tax rules shall apply. The quantum and pay-out shall be approved by your reporting manager solely based on your performance during the internship.

After reading through this offer document including the terms and conditions, please confirm your acceptance by email within 5 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and you are expected to abide by our confidentiality policy.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials along with a consent letter from your institution for our records. The originals of the same would be required for scrutiny. Internship is subject to the verification of above documents.

We wish you all success and look forward to a good Internship engagement

Yours Faithfully
for MulticoreWare India (P) Ltd



Shashikanth Jayaraman
Vice President - Human Resources

I have read the contents
and accepted the Internship

Pradeep Chandrasekaran

Encl: Terms & Conditions of Project Internship

MulticoreWare India (P) Ltd - Terms and Conditions of Internship

Following are the Terms and Conditions of your Internship with MulticoreWare India (P) Ltd. You are expected to adhere to the following Terms and Conditions while you are employed with this dynamic growth oriented Company. Company reserves the right to change the Terms and Conditions based on the Company's policies.

1. Place of Work

Your base location will be as specified in your offer letter. You may be transferred to any of the Company's other locations anywhere in India or abroad as and when required by the Company.

2. Work week and Hours of Work

Monday to Friday will be observed as a regular Work Week. You will be required to work 40 Hours per week. You will be following the Holiday schedule published for your place of work.

3. Provident Fund, Gratuity and Medical Benefits

You are not eligible for Provident Fund, Gratuity and Medical Benefits during Internship period.

4. Previous Employment Verification

The company reserves the right to verify your documents and background through internal and external agencies. These may include your current and previous employment history, educational and professional credentials. Any discrepancy found will lead to termination of your employment with the Company.

5. Leave

You are eligible for one day leave per calendar month during Internship. Any additional leave availed will be accounted as Loss of pay.

6. Termination of Internship

Your Internship with the Company will be "at will", meaning that either you or the Company may terminate your Internship at any time and for any reason, with or without cause.

Either Party will be allowed to terminate the contract of Internship by giving one month notice in writing, subject however to the Company's right to pay salary in lieu thereof.

However should you sign any service undertaking or agreement with the company as a part of your Internship process, you will be entitled to terminate the Internship contract only after you comply with the terms and conditions of service undertaking or agreement in addition to the notice period mentioned above.

C. P. P.

The Company shall have a right to terminate your Internship without any notice and without any compensation in the event of any of the following

- If any of your actions are in breach of the confidentiality
- Breach on your part of any terms and conditions of this contract or any other rules made applicable to you in respect of your Internship with the Company
- Violation on your part of the authenticity and information declared at the time of joining the Company
- If your performance is found wanting and if no improvement is found in your performance in spite of being informed
- If you are found physically or mentally unfit to discharge your duties
- If the company finds it difficult to gainfully employ you due to causes beyond the control of the Company
- Any misconduct on your part
- Failure to carry out any of your duties and obligations

7. Absence from work

In the event of your absence from work for more than two working days without written permission from the Company, it would be assumed that you have voluntarily abandoned the contract with the Company and your contract with the Company would stand terminated. In such an event you shall be liable to pay the salary in lieu of shortfall in notice period and other dues payable to the Company as specified and the Company has right to file for the loss.

8. Confidential Information

During the term of your Internship, you may have access to and become familiar with various confidential information belonging to the Company, its affiliates and customers. You shall acknowledge that such confidential information are owned and shall continue to be owned solely by the Company, its affiliates and customers as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those specifically designated by the Company unless such employee is compelled to disclose it by judicial process.

You will be required, as a condition of your Internship with the Company, to sign the Company's standard Confidential Information and Invention Assignment Agreement.

9. Intellectual Property Rights

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and all the work products including the source code are the properties of MulticoreWare and solely belongs to MulticoreWare and can't be disclosed to anyone other than to the Institution for the Project report purpose or as a part of judicial process. All such disclosures to the Institution for the Project report purpose or for judicial purpose shall have prior written approvals by a MulticoreWare authorized signatory.

C. P. P.

10. Outside Activities

During the Internship, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company. In addition, during the Internship, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or in hiring any employees or consultants of the Company.

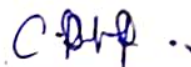
11. Non-Solicitation

On termination of this contract either by the company or yourself, for a period of one year you should not directly or indirectly entice, encourage or otherwise ask Company's current employees to leave their current employment to work with or for another organization or business that competes with the Company or is the customer of the Company.

Yours Faithfully
for MulticoreWare India (P) Ltd



Shashikanth Jayaraman
Vice President - Human resources


I have read the above contents
and accept the same

Date : 26.01.2022
Name : Pradeep Chandrasekaran

C. P. P.

10-May-2022

Mr. Pradeep Chandrasekaran

No: 5/41, Thirumudigoundanoor

Sellantipatti, Velliyana(Po)

Karur, 639118

Mobile: +91 6374042577

Email: pradeep.chandrasekaran@multicorewareinc.com

Dear Pradeep,

Congratulations!

Welcome to MulticoreWare Family

We are pleased to offer you the position of **Software Engineer** to be based out of our Chennai office. You shall report to the Engineering Manager. You would be on probation for the first twelve months and your position will be confirmed at the end of the probation period based on your performance. Your Remuneration details and Terms & Conditions of Employment are enclosed with this letter.

Date of joining will be confirmed subsequently. After reading through this offer document, please confirm your acceptance of the Offer Letter & Terms and Conditions of Employment by email within 3 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials for our records. The originals of the same would be required for scrutiny. The enclosed offer is subject to the verification of above documents and completion of your course. You are also requested to submit a copy of your valid Passport along with Valid VISAs, if any, at the time of joining.

We wish you all the success and look forward to a long and fruitful engagement with you.

Yours Faithfully

For MulticoreWare India (P) Ltd




Shashikanth Jayaraman

Vice President - Human Resources

I have read the contents
and accepted the offer

Pradeep Chandrasekaran

Date of Joining:



Remuneration Details			10-May-22
Name	: Pradeep Chandrasekaran		
Title	: Software Engineer		
Location	: Chennai		
Components	Per Month	Per Annum	
Basic	₹ 9,250	₹	111,000
HRA	₹ 4,625	₹	55,500
Conveyance	₹ 1,850	₹	22,200
Education	₹ 200	₹	2,400
Medical	₹ 1,250	₹	15,000
Special Allowance	₹ 17,580	₹	210,960
PF	₹ 1,800	₹	21,600
Gratuity	₹ 445	₹	5,340
Sub Total	₹ 37,000	₹	444,000
LTA		₹	15,000
Performance Incentives		₹	51,000
Success Incentives		₹	120,000
Total		₹	630,000
<p>1. Success Incentives and Performance Incentives applicable on an annual basis will be paid as per the Performance Management Policy based on your performance, the profitability of the Company and the Business Unit that you are associated with.</p> <p>2. Only "Basic" will be reckoned for PF, Gratuity and Leave Encashment.</p> <p>3. PF mentioned above is the Company Contribution.</p> <p>4. Income Tax will be deducted at source wherever applicable as per Indian Income Tax Rules.</p> <p>5. Any of the above allowances may undergo changes or withdrawn at the sole discretion of the Management and will be governed by the rules and regulation of the Company from time to time.</p>			



Please maintain strict confidentiality of your Remuneration Details. Do not discuss, divulge, communicate to any one in any manner and you are responsible to protect your Compensation Package & Terms of Employment.

C. P. P.

MulticoreWare India (P) Ltd - Terms and Conditions of Employment

Following are the Terms and Conditions of your employment with MulticoreWare India (P) Ltd. You are expected to adhere to the following Terms and Conditions while you are employed with this dynamic growth oriented Company. Company reserves the right to change the Terms and Conditions based on the Company's policies.

1. Place of Work

Your base location will be as specified in your offer letter. You may be transferred to any of the Company's other locations anywhere in India or abroad as and when required by the Company.

2. Work week and Hours of Work

Monday to Friday will be observed as a regular Work Week. You will be required to work 40 Hours per week. You will be following the Holiday schedule published for your place of work.

3. Provident Fund

You will be entitled to join the Provident Fund Scheme as per Provident Fund rules and regulation when it is setup by the company. Your contribution and Company's contribution to Provident Fund will be as per the prevailing PF rules.

4. Gratuity

You will be entitled to receive Gratuity in accordance with the Company scheme as per prevailing Gratuity rules.

5. Medical Benefits

You will be eligible for medical benefits as mentioned in your remuneration details in accordance with the Company's scheme.

6. Salary Review

Salary Revisions will be based on Individual as well as Company performance.

7. Retirement

You shall retire at the age of 58 years, as per the current Company rules.

8. Previous Employment Verification

The company reserves the right to verify your documents and background through internal and external agencies. These may include your current and previous employment history, educational and professional credentials. Any discrepancy found will lead to termination of your employment with the Company.

C. P. P.

9. Leave

You are eligible for an Earned leave of 15 days per calendar year.

Earned will be calculated at the rate of 1 day for every 15 days worked.

Earned Leave will be credited on Apr 1st of each year.

Maximum of 10 days leave per calendar year could be accumulated and carry forward to the next year with a maximum accumulation of 60 days.

In addition to the Earned leave, you can avail maximum of two Special Days Off per year on the occasion of your Birthday and Marriage Anniversary Day. All Weekly Offs, Paid Holidays and Special Days Off falling in between your Leave period will not be counted as leave.

10. Termination of Employment

Your employment with the Company will be "at will", meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause.

Either Party will be allowed to terminate the contract of Employment by giving three months' notice in writing, subject however to the Company's right to pay salary in lieu thereof.

However should you sign any service undertaking or agreement with the company as a part of your employment process or later in the course of employment with the company, you will be entitled to terminate the employment contract only after you comply with the terms and conditions of service undertaking or agreement in addition to the notice period mentioned above.

The Company shall have a right to terminate your employment without any notice and without any compensation in the event of any of the following

- If any of your actions are in breach of the confidentiality
- Breach on your part of any terms and conditions of this contract or any other rules made applicable to you in respect of your employment with the Company
- Violation on your part of the authenticity and information declared at the time of joining the Company
- If your performance is found wanting and if no improvement is found in your performance in spite of being informed
- If you are found physically or mentally unfit to discharge your duties
- If the company finds it difficult to gainfully employ you due to causes beyond the control of the Company
- Any misconduct on your part
- Failure to carry out any of your duties and obligations

11. Absence from work

In the event of your absence from work for more than two working days without written permission from the Company, it would be assumed that you have voluntarily abandoned the contract with the Company and your contract with the Company would stand terminated. In such an event you shall be liable to pay the salary in lieu of shortfall in notice period and other dues payable to the Company as specified and the Company has right to file for the loss.

C. R. P.