



Appointment Letter

Dear Vavilapalli Bhargava Naidu,

Date: 29, April 2024

Alchemy Employee ID: ALS/17347

Congratulations,

We are pleased to offer you an appointment with **ALCHEMY TECHSOL INDIA PVT. LTD.** as Azure Devops Engineer This letter confirms terms and conditions with respect to your planned employment with Alchemy Techsol India Pvt. LTD.

1. Your salary and other allowances shall be as per enclosed statement provided in '**Compensation & Benefit Sheet**'. It is further understood and agreed that in case, due to change in any legal enactments or other legal requirements, the company is required to contribute any sum by way of statutory payments (eg. PF.etc.) the salary as stated above will be recomputed so that cost to the company will remain same as agreed above.
2. Your start date at Alchemy is **29, April 2024**. Your appointment stands effective from the day you join duty.
3. You will be or may become eligible for other benefit plans as adopted by the company from time to time. The terms of those plans shall be determined by the company or thereafter amended and shall be governed by the terms applicable plans or award agreement plans or award provided to you at the time of issuance.
4. The company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.
5. You shall comply with the leave, attendance and related policies as specified in the employee manual of the company.
6. You will be entitled to all leaves per annum to be taken as per employee manual of the company.
7. You will be placed on probation for a period of **9 months** and the said period can be extended. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent.
8. During probation and post confirmation, the notice period of resignation will be **2 months**. determined and extended based on the process dependency. Alchemy Techsol India Pvt. LTD. would consider the Notice Period required to be served strictly and the employee is obligated to serve only the Notice Period as required by Alchemy.
9. Alchemy may terminate this agreement for cause, by providing 1 month ,notice in writing to the Employee. Likewise, the Employee is required to give **2 months**. notice of resignation. The Employer may, at its discretion, pay remuneration in lieu of some or all of this notice period.

10. After successful completion of your probation, you will be confirmed in writing as a permanent employee of