

10th Feb 2022,
Visakhapatnam.

To **Rallapalli Demudu Swamy**

Email: swamyrallapalli@gmail.com,

Dear **Swamy**,

On behalf of Tilicho Labs LLP. (together "Tilicho" or the "Company"), in continuation of the interview, we are pleased to make you an offer of appointment as Software Engineer in our Organisation, on the terms mentioned below in this appointment letter.

1. **Commencement Date**

Your commencement date with the Company will be **1st August, 2022**.

2. **Compensation**

Your offer cost to the company (CTC) will be **₹ 3,80,000 (Three Lacs eighty thousand only)** per annum. The cost to the company (CTC) breakup can be found in Attachment A. Please note that the take home salary is dependent on individual saving profiles and existing tax structures, and that reimbursement amount is claimed as per Government regulations. Ongoing salary appraisals will be based upon your performance and you will be entitled to the same if your performance and conduct is found to be satisfactory during the year of service in terms of efficiency, regularity, punctuality and discipline. If your performance is found unsatisfactory, increments will be withheld. Grant of increment is not automatic.

3. **Compulsory internship**

As a precursor to the job opportunity you are supposed to do a compulsory internship with us for a period of **6 months** starting **14th Feb 2022**. You would be paid a stipend of **₹ 5000/-** per month along with food and accommodation worth **₹ 7000/-** per month.

4. **Probation period**

This compulsory internship period also acts as a probation period for you. During this period both the candidate and Company reserves the right to terminate the relationship with a 1 week notice period.