

Appointment/Offer Letter

23th August 2019

Dear Suraj Shete,

CCPP ID : PD0173

We are pleased to offer you, the position of **Trainee Engineer** with MetaMorphoSys Technologies Private Limited (the 'Company') on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 27th August 2019 or based on the mutually agreed date

2. Job title

Your job title will be **Trainee Engineer**

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Probation Period:

4.1 Your Probation period is 6 months from the date of joining the company and your Performance would be reviewed at the end of the Probation period.

4.2 Your service would be confirmed basis Satisfactory performance during the Probation Period.

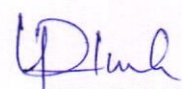
4.3 You will not be entitled to any leaves during the Probation period

4.4 During the Probation Period, the Company reserves the right to terminate your appointment by giving you not less than one months' prior notice in writing.

5. Place of posting



MetaMorphoSys Technologies Private Limited.


PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

You will be posted at **Pune, India**. You may however be required to work at any place of business which the Company has or may later acquire with mutual consent.

6. Hours of Work

The normal working days are Monday through Friday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. We encourage flexible working hours to balance work and family life.

7. Leave/Holidays

7.1 You are entitled to casual leave of 20 days per year once your services are confirmed.

7.2 The Company shall notify a list of declared holidays in the beginning of each year.

8. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

9. Company property


You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

10. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

11. Termination




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

MetaMorphoSys Technologies Private Limited.

11.1 On confirmation of your services, Your appointment can be terminated by the Company, without any reason, by giving you not less than two months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, without any cause, by giving no less than two months' prior notice

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11.5 Annual Bonus component of the salary will not be applicable if you decide to quit the organization within 1 year from the joining date excluding the notice period.

11.6 You will not be entitled to any leaves during the notice period and Probation period.

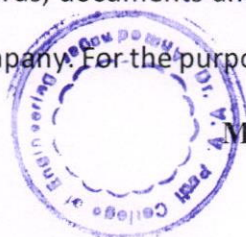
12. Confidential Information


12. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about

MetaMorphoSys Technologies Private Limited.

www.metamorphotech.com




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

14. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

15. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Pune, Maharashtra only.



MetaMorphoSys Technologies Private Limited.

www.metamorphotech.com


PRINCIPAL

Dr. Vilhalrao Vikhe Patil
College of Engineering

16. Acceptance of our offer

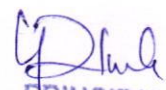
Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Your's Sincerely,

Kewal Vargante
Director




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

MetaMorphoSys Technologies Private Limited.

www.metamorphotech.com

Schedule I - Compensation Details

Salary Structure

| | Monthly | Annual |
|--|-----------------|-------------------|
| Basic Salary | ₹ 15,000 | ₹ 1,80,000 |
| House Rent Allowance | ₹ 7,500 | ₹ 90,000 |
| Special Allowance | ₹ 5,250 | ₹ 63,000 |
| Medical Reimbursement Allowance | ₹ 1,500 | ₹ 18,000 |
| Conveyance Allowance | ₹ 1,600 | ₹ 19,200 |
| Company Contribution to PF | ₹ 1,800 | ₹ 21,600 |
| | | |
| Medical Insurance | | 10000 |
| Gratuity Provision | | ₹ 8,654 |
| Annual Guaranteed Bonus | | ₹ 50,000 |
| Annual Performance Bonus (*) | | ₹ 50,000 |
| | | |
| Total | ₹ 32,650 | ₹ 5,10,454 |
| * -- Annual Performance Bonus: This salary component would be paid on the basis of Performance appraisal and ratings scored. | | |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.


Acceptance of the appointment letter terms:

Suraj Shete

Place: Pune

Date:




PRINCIPAL

Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

MetaMorphoSys Technologies Private Limited.

www.metamorphotech.com