

UST/HR/DA/2023/CS

27 December 2023

Charge sheet

Dear Sivasankar Periyasamy (198350),

You were offered a career with US Technology International Private Limited (UST), accepting which you have joined the company on 01 October 2021. An employment agreement was also executed by you with the Company upon joining the Company. You are currently designated as Developer III - Software Engineering.

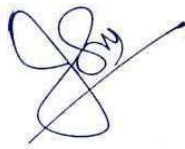
You were issued with a charge sheet dated 31 October 2023 for continuing your employment with Sun Security Service while in employment with UST, without disclosing the same to UST. A disciplinary action is initiated against you for the same.

While under the process of disciplinary action, it has come to the attention of the management that you are continuing your gross acts of misconduct by joining another Company by the name Movate Technologies Private Limited on 08 November 2023, and even now continuing employment with Movate Technologies Private Limited while already in the rolls of UST.

Your above willful and dishonest act of continuing employment in another Company (Movate Technologies Private Limited) while remaining in the rolls of UST and drawing salary from UST is a serious breach of employment agreement signed by you with UST as well as against Company regulations and practice. The violation committed by you is also subversive of discipline and prejudicial to the interests of the Company.

In the circumstances stated above, we are giving you an opportunity to submit your explanation as to why disciplinary action shall not be taken against you for the above acts of misconduct levelled against you as above. If your explanation will not reach us within 4 days of receipt of this Charge sheet it will be presumed that you have no explanation to offer, and the matter will be proceeded without further reference to you.

For US Technology International Pvt. Ltd.



Jiju Sethu Madhavan
Director I – Human Resources