

To:

**ABTSEGA TEFAYE CHUFARE**

Dear ABTSEGA TEFAYE CHUFARE,

We are excited to extend an offer of employment for the position of Global Software Solution Consultant at Chaitanya Enterprise. This role provides a dynamic opportunity to enhance your skills in software sales while contributing to our company's growth. Below are the details of the offer:

**Position Details**

- Job Title: Global Software Solution Consultant
  - Start Date: 02/12/2024
  - Employment Type: Internship (6 months) with Pre-Placement Offer (PPO) opportunity
- Compensation

**Stipend:** Commission-based with the following structure:

1. Per Sale Commission (First Month): 12% of each sale generated.

2. Retention Bonuses:

- 3-Month Retention: Additional 2% commission for each customer retained.
- 6-Month Retention: Additional 3.5% commission for each customer retained.
- 12-Month Retention: Additional 4.5% commission for each customer retained.

Your earnings will depend on performance, ranging from ₹40,000 to ₹90,000 or more during the internship period.

*Note: The percentage commission and retention bonuses will be calculated based on the company's profit from each sale. Development, server, and other associated costs will not be included in this calculation. You will receive 12% of the profit from each sale and any applicable retention bonuses based on the profit. Retention bonuses will not be applicable for sales bound by agreements exceeding 1 year, such as a 4-year bond or similar long-term commitments. Instead, a separate bonus for such agreements may be provided, but it is not fixed and will be decided at the company's discretion.*

**Post Internship (PPO Details)**

- CTC: ₹8 Lakh per Annum (plus performance-based incentives).

Working Hours and Location

- Working Hours: Flexible, at your discretion.
- Work Location: Remote (with opportunities for occasional in-office meetings as needed).

## Benefits

- Skill Development:
  - Access to online course vouchers (₹1,000–₹2,000) for top performers.
  - Certificates and letters of recommendation for exceptional performance.
- Retention Bonuses: Recognizing efforts to drive long-term customer relationships.
- Health & Wellness Benefits (Full-time PPO): Monthly stipend of ₹500–₹1,000 and access to professional training programs.

## Responsibilities

- Market Research: Identify and target potential clients in global markets.
- Client Consulting: Understand client business needs and recommend customized or pre-built software solutions.
- Product Demonstration: Present and demonstrate software products through virtual meetings and other communication channels.
- Sales Strategy: Develop and execute result-driven sales strategies to meet and exceed targets.
- Relationship Management: Build and maintain long-term relationships with global clients, ensuring retention and satisfaction.
- Collaboration: Work closely with internal teams to deliver client-focused solutions efficiently.
- Market Awareness: Stay updated on global market trends, technological advancements, and competitor activities to refine approaches.

## Terms of Employment

This internship is designed to provide hands-on experience, and exceptional performance during the internship may lead to a Pre-Placement Offer (PPO) (Job Offer) with a competitive salary and incentives.

Please note that not all interns will receive a PPO (Job Offer); only those who demonstrate outstanding performance during the internship period will be considered. If an intern does not meet the required performance standards, a PPO (Job Offer) will not be offered.

During the internship, employment is considered at-will, meaning that either you or Chaitanya Enterprise may terminate the employment relationship at any time, with or without cause. However, a 30-day notice period is mandatory, except in cases of gross misconduct.

For additional details, including employee agreements, policies, and any updates, please refer to this link: <https://chaitanyaenterprise.in/employees-policies/>.

## Confidentiality and Data Security

As a part of Chaitanya Enterprise, you will have access to sensitive and proprietary information. By accepting this offer, you agree to:

- Maintain the confidentiality of company data during and after your internship.
- Comply with company policies regarding data handling, including secure storage, encryption, and regular audits.

Any breach of confidentiality or data security will lead to immediate termination and may result in legal action.

## Employment Agreement:

Please review the attached Employment Contract for further details regarding the terms and conditions of your employment. This document includes legal provisions related to confidentiality, intellectual property, and non-compete clauses.

## Acceptance:

To confirm your acceptance of this offer, please sign and return this letter by December 06, 2024. We are excited to have you join our team and are confident that you will make significant contributions to Chaitanya Enterprise.

If you have any questions or require further clarification, please do not hesitate to contact me by email at [recruitment@chaitanyaenterprise.in](mailto:recruitment@chaitanyaenterprise.in).

We look forward to working with you!

Sincerely,

**Devesh Kumar**

HR Manager

[devesh\\_hr\\_cef@chaitanyaenterprise.in](mailto:devesh_hr_cef@chaitanyaenterprise.in)

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Chaitanya Enterprise

**Signature**