

Date:- 02-11-2022

## Provisional Offer of Employment

Dear **Krunali Jadhav**

Forest Castle, A-Wing, 102,- Azad Nagar, Pune- 411040  
Maharashtra -

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). We are delighted to offer you a provisional appointment for the position of **Intern** and upon successful completion of the internship, as **Trainee-Associate** a Full-time on-roll employee position. Following are the high-level details.

- Start of Internship : Mid of January 2023
- Duration Start of Internship : 6 months (excluding breaks in training given for examination and other purposes)
- Stipend during Internship : INR 15,000/- per month
- Internship Location : Chennai, India
- Internship Training : Rigorous classroom training in technical, soft skills, process, domain, etc.
- Annual CTC as Trainee-Associate : INR 4,50,000/- [Rupees Four Lakhs Fifty Thousand]
- Qualifying criteria to Trainee Associate :
  - a) Evaluation post completion of Internship
  - b) Completion of graduation without any arrears
  - c) Submission of consolidated mark sheet and/or Degree certificate (Not original, only photocopy)
  - d) Internship period can be extended based on evaluation outcomes & KANINI holds the sole discretion towards full-time employment decisions



Upon successful completion of your Internship, we welcome you aboard as **Trainee-Associate** & a detailed offer letter containing all the terms of employment will be provided then. As a Trainee-Associate, your key entitlements and activities would be:

- On the Job Training
  - a) Undergo technology training, core and advanced technologies, to get you project-ready.
  - b) In-person at our world class facility in Chennai, India.(Minimum period of 18 months, post which you may request relocation to other Kanini Offices)
- Assessment criteria
  - a) Clearing the periodic assessments
- Tenure
  - a) Agreeing to work at KANINI for a minimum of 3 years from the date of joining as a full-time employee.
  - b) Kanini invests significantly in training its new hires to world-class standards and facilities, hence midway exit will attract recovery of training cost.
- Experience / Internship Letter
  - Not applicable for midway exits

Please sign and send back the 3<sup>rd</sup> page confirming your acceptance of this provisional offer within 3 days from the date of receipt of this offer. Once we receive your acceptance, we will write back to you on the further course of action.

We are confident you will make a significant contribution to the success of Kanini and we look forward to seeing you soon and working with you.  
Wish you a wonderful career ahead !

Yours sincerely,  
For **KANINI Software Solutions,**

**Vijayalakshmi Subramaniam**  
**Vice President - HR**

Note- Kanini shall have the right to change/modify the terms in case of a Force Majeure event and shall not be held liable or responsible for any damages thereof.

Rattha Tek Meadows, No. 51, Tower - A, 1st Floor, OMR, Sholinganallur,  
Chennai -600 119 | Phone : +91 44 40098700 | [www.KANINI.com](http://www.KANINI.com)

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### Acknowledgement & Acceptance

I have read and understood the contents of this Provisional offer of Employment from Internship to Full time Employee & understand the commitment and performance standards expected from me.

Signed by: Krunali Atul Jadhva (Name)

Signature: \_\_\_\_\_

*Krunali*

Date: 09-11-2022