

December 2, 2011

Private & Confidential

Mr. Balaram P.,
Bangalore.

Dear **Balaram,**

With reference to the discussions you have had with us, we are pleased to offer you the position as **Software Engineer at Torry Harris Business Solutions (THBS)** at Bangalore.

THBS is a global software company with presence in India, Europe, Middle East, Far East and USA. Our goal is to be an industry-leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that THBS can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Compensation Towards Contribution (CTC)** will be Rs. 4,50,000 /- (Four Lac Fifty Thousand only) per annum inclusive of Rs. 50,000/- (Fifty Thousand only) per annum as Performance Linked Bonus, payable as per the Appraisal Policy.

You will be on probation for a period of 6 (Six) months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of background investigation process.

THBS also reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Torry Harris becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements you will be formally appointed and inducted in to the organization.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with Torry Harris Business Solutions within 24 hours of issue of this letter. Your tentative joining date with **THBS** is **26th December, 2011**.

At the time of joining, you are required to submit the following documents:

- Four recent passport size photographs.
- Photocopies of all relevant educational certificates and mark list starting from Xth Grade.
- Photocopy of all the pages of your passport (mandatory).
- Relieving letter from your current employer and previous employer(s).
- Experience letter from your current employer and previous employer(s).
- Last three months salary slip.

Looking forward to having you on board!

For Torry Harris Business Solutions,

Accepted By:

Richa Maheshwari
Manager – HRD

Balaram P.
Date: