



## AVS Technologies & Services LLP

1539/2, 4th Floor, Street no-5, Wazir Nagar, Kotla Mubarakpur,  
Near South Extn. Part-1, New Delhi – 110003

Dear Rhantsothsi,

Welcome to the AVS family!

At AVS you will experience an environment charged with enthusiasm and one that offers huge growth potential for individuals who live the Company vision with a passion.

We are pleased to make you an offer of employment to join AVS on the following terms and conditions.

### Appointment Terms and Conditions:

1. **You shall be appointed as Sr. Sales Associate.**
2. Your Date of Joining will be **February 6, 2018**. The offer will stand revoked if you are unable to join us on the said date.
3. As an employee of the organisation, your **Annual Cost to Company** will be **Rs. 2,04,000/- (Rupees Two Lakh Four Thousand Only)**. You will be eligible for the variable bonus. (The variable bonus (0% - 15%) mentioned is indicative and based on individual & Company performance as per the AVS policy).
4. You will be based in **Delhi - NCR** but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.

### Your employment with the Company is subject to:

- a. The accuracy of the testimonials and information provided by you.
- b. Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
- c. You providing (by email or in hard copy) an accepted copy of your resignation from your current employer within ten calendar days of having received this offer/letter of intent.
- d. You providing two satisfactory references and clearing the background check conducted by our screening agency.
- e. You submitting a copy of your Permanent Account Number (PAN), on or before your date of joining. If you have applied for a new PAN, you are required to submit proof of the same.
- f. You will serve a probationary period of three months.
- g. During the probation period, either party may terminate the contract by giving one month's notice in writing. On satisfactory completion of your probation, your services will be confirmed by the management in writing.
- h. The Company reserves the right to extend the probationary period in the event that your performance is not up to expectation.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at AVS.

With best wishes,  
For AVS Technologies



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Amit Pandit  
Authorised Signatory

I have read and accepted the terms and conditions of employment as explained above

Signed: \_\_\_\_\_

Date: \_\_\_\_\_



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### ANNEXURE – I

**Name** : Rhantsothsi Thsankur

**Designation** : Sr. Sales Associate

Payment Details	Actuals (Per Month)	Annual (Per Annum)
Basic	35000.0	420000.0
COLA	54000.0	648000.0
HRA	9500.0	114000.0
TA	4500.0	54000.0
<b>Total:</b>	<b>103000.0</b>	<b>1236000.0</b>

\*Note: KRA's are paid subjected to monthly performance (detailed with regards to KRA would be mentioned in the appointment letter).

I have read and accepted the terms and conditions of employment as explained above

Signed: \_\_\_\_\_

Date: \_\_\_\_\_