

5. Your consolidated gross package, valid from your date of joining is defined below:
- Rs. 24,000/- [Rupees Twenty Four Thousand only] per month, or pro rata thereof.
 - A separate letter will be given to you at the end of the probation period which will highlight all other benefits and leave entitlements etc,
 - Payments of salaries / any other reimbursements are paid out every 7th of the following month either via cheque or Demand Draft or Bank Transfer on a pro-rata basis as applicable.
 - TDS of 5.5% will be deducted from your gross package.
6. Your role calls for work in-office at our Development Center in Baroda - India & will remain your operating and reporting base at all times. However, if client wishes you to be On Site at any time, we will be advised, and plan accordingly. In any case, as a general rule, while working at the named client site, you will be governed by the rules and regulations prevailing at client site. A Technical Supervisor or Co-ordinator will be identified for you at site, with whom you can coordinate day-to-day functions and any local reporting requirements. Further, you will be working according to rules and regulations of the client and are required to follow the same. From their part, client will extend all possible assistance and guidance to make your time and skills productive and will offer any assistance within company permitted policies and norms.
7. Under normal circumstances, your services will be subject to termination with a notice period of 8 weeks from either side. Though the likelihood of this occurring is remote, the primary reasons could be one or many of the following: concerns of technical incompetence or misbehavior or breach of company norms or malicious handling of company information or unprofessionally trading and benefiting from company's projects / clients and associates. This will lead to immediate termination and recovery of any ensuing damages with client should the issue take serious proportions. It is expected that such a situation will not arise should all parties involved maintain the degree of professional interaction and integrity as can be expected from employee, employer and client representatives.
8. You are required to maintain a high degree of confidentiality in all matters pertaining to your work and our client's data / site conditions / management interactions / reports. This includes confidentiality in terms of materials or documents and any discussion pertaining to client job. You are expected to display utmost honesty and professional ethics throughout this association. Any act of indiscipline will be dealt with as per industry norms, including legal action should this be required.

