

Date: 03rd March 2023

Name: Sarveswara Sarma

Subject: Employment Offer

We refer to your application for employment with Cloud Solutions International (PVT) LTD and have the pleasure to advise that your application has been accepted with the following main terms and conditions for your anticipated employment with us:

Position Title: Software Engineer - Java

Monthly Salary: 1100 USD

Annual Holiday and Leave: As per the Employment Agreement

Benefits & Rewards: Following describes the total benefit package you receive along with your salary.

- Cost of Living Allowance
- Health insurance coverage (Family inclusive for married employees and parents inclusive for unmarried employees)
- Performance based annual increment & bonus
- Foreign assignment opportunities
- High performers to visit parent company
- Work anniversary rewards
- Flexible working hours
- Hybrid workplace
- Special religious leave
- Paternity leave
- Training & development programs / Mentoring & coaching for senior staff / E-learning access (Udemy)
- Progressive career path
- Employee engagement activities
- Wellness programs
- Unique diversified company culture

Working Hours: You are required to work for a minimum period of forty-five (45) hours per week from Monday to Saturday, However, given the nature of the business you may be required to work additional hours or in shifts which will be assigned in consultation with your supervisor.

EPF & ETF: You will contribute eight percent [8%] of your salary to the Employees Provident Fund. Cloud Solutions International (Pvt) Ltd will contribute twelve percent [12%] of your salary to the Employees Provident Fund and three percent [3%] of your salary to the Employees Trust Fund.

Place of Work : No. 18-1/3, St. Anthony's Mawatha, Colombo 3

Other Terms: As per the Employment Agreement.

Please note that our offer is limited to the terms contained in this document and the formal Employment Agreement. Any verbal assurances, representations and promises made to you other than the offer above and containing in the Employment Agreement shall not constitute contractual binding obligations. You may indicate your agreement with these terms and accept this offer by signing and dating this letter within **Three Days from the date of this letter**. Upon your acceptance of this employment offer, Cloud Solutions International (PVT) LTD will provide you with the necessary paperwork and instructions including the Employment Agreement.

We look forward to receiving your acceptance on the above offer and hope that your association with Cloud Solutions International (PVT) LTD be mutually rewarding and fruitful.

Please feel free to discuss with us any further issues or clarifications you may have.



Nivani Fernando
Manager Human Resource

Affixed is my signature to signify my acceptance to the above offer.

Applicant Name: P.Sarveswarasarma

Applicant Signature: P.S.Waran

Date: 03/03/2023