

Date: 05th July 2021

Location: Bangalore

Dear Gururaj Hadapad,

We are pleased to inform that you have been selected for Training program with **Test Yantra Software Solution (India) Pvt Ltd** (Here in after referred as '**Test Yantra**').

In this regards we are offering you as '**Software Test Engineer**', the details of the same are in **ANNEXURE A** to this letter.

Your training is subjected to Learning, **Performance, Evaluation, Project Interview** determined by **Test Yantra**.

Also on completion of **100%training program, you will be provided for an employment opportunity At Test Yantra. This is subjected to your completion of your post-graduation and results, however test yantra shall follow the hiring process for such opportunity.**

Trainee shall not have any constraint towards the attending **interview** and **work location**.

Details of Training Program:

- Training shall commence from **05th July 2021**.
- The Intern will receive direct and close supervision by the supervisor.
- Intern has to report to program when expected and need to maintain 100% of attendance.

The Trainee specifically agrees to and acknowledges the following:

- Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
- Trainee will obey the policies, rules and regulations of the Company site and comply with the Company's business practices and procedures,
- Under no circumstances will Trainee leave the training program without first conferring with his / her supervisor.
- Transportation / Local Conveyance to the training Centre and Interview is borne by the Trainee.
- Trainee hereby agrees that he/she, his/her assignees, heirs, guardians, and legal representatives, will not make a claim against Company or any of its affiliated organizations, or either of their officers or directors collectively or individually, or any of its employees, for the injury of death to Trainee or damage to his/her property, however caused, arising from his/her participation in the training program.

Please take time to carefully review The Letter of Intent. This letter, along with the enclosed annexures, outlines the obligations of both **Test Yantra** and yourself with respect to your training program's terms & conditions.

Kindly complete and return the signed copy of your Letter of intent so that the reference checks can be completed. A few original documents (or officially certified copies) must be mandatorily provided either before the commencement of your training, or no later than the morning of your first day.

In case any information furnished by you either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

Subject to the provisions contained in this offer, your services can be terminable by either party giving the other **Three Months' Notice**. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

Salary Information: -

On Bench	No Salary
Salary Compensation	2.8LPA, (After Deployment)

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For Test Yantra Software Solutions (India) Pvt Ltd

Authorized Signatory

I agree to accept the conditional offer and employment on the above-mentioned terms and conditions. I'll report for duty on **05th July 2021**

Employee Signature

Date:

The Terms and details of this letter is confidential and are not to be disclosed to any party.

ANNEXURE A

The following outlines the information and terms of Upskilling of an Employee. Our Goal and intention is to enable and expand Employee's capabilities, thus fulfilling the Business needs and create a platform for enhancing and upskilling an Employee for the requirements.

The terms of Upskilling, Assessments, Evaluation and further process is outlined and explained here in this Annexure. An Employee is requested to read and adhere to the details furnished here.

Information	Employee will be upskilled and enabled a hands-on to Live projects. Certain parameters as per Business need will be defined and thus make the Employee enable to execute the project.
Assessments & Evaluation	<p>The Upskilling will be for a period of 45 days. During the upskilling tenure, Employee will be assessed on the Technical parameters, hence shall undergo evaluation process. Employee will be assigned live projects. Employee will work independently with rest of the test team members under a test lead.</p> <p>We will educate and train with sufficient knowledge and skills to effectively deal with issues, challenges within field of specialization to develop simple applications solutions</p> <ul style="list-style-type: none"> • Identifying and writing of test case scenarios of the application • Perform system/regression testing during test period • Write and execute manual test cases • Responsible for tracking and logging defects during execution. <p>Execute all levels of testing including but not limited to: System, Integration; Component Level, Regression, Content Testing, Compatibility and Mobile Specific Testing</p>

During Upskilling, if an Employee will be having daily assessments. During this tenure if Employee's performance is found unsatisfactory then the Employee will be moved to PIP process, meant as Performance Improvement Plan. A detail to this process is stated here.

- **Module Re-training** – If an Employee doesn't clear any module assessment then shall be under PIP for respective module.
- **Dip in performance** – If an Employee is showing poor performance continuously even in PIP program, then the Employee will be relieved.

Employment Terms & Commitment

During Employment, Employee will have to follow the policies adopted by the Company. Employee gives a commitment to the Organization that he / she shall not quit the Company for 9 months from the date of Project allocation. If he desires to quit, then an equivalent Training cost incurred will be payable by the Employee.

In context of Exit terms of Employment, an Employee need to follow the Exit Policy adopted by the Company. This is stated in the Employment Offer signed by the Employee during Onboard to the Organization.

I understand and acknowledge an acceptance to the terms as stated above

For Test Yantra Software Solutions (India) Pvt Ltd

Authorized Signatory

For Employee

Signature