

Date: 23rd October 2024

Dear Ayesha Shaikh

Thank you for showing a keen interest in joining our organization. With reference to the interview and the discussions you have had with us, we are pleased to offer you a career at Aress Software and Education Technologies (P) Ltd. Please accept our heartiest congratulations and a warm welcome to the Aress family.

We hereby offer you the post of Trainee Software Engineer with an annual gross package of Rs.4,72,656/- (Rupees Four Lakhs Seventy-Two Thousand Six Hundred & Fifty-Six Only) as mentioned in Annexure –A.

The terms and conditions of your employment are as below –

1. Designation: Trainee Software Engineer
2. Annual Gross Package: Rs.4,72,656/- (Rupees Four Lakhs Seventy-Two Thousand Six Hundred & Fifty-Six Only)
3. You are required to join us tentatively from 02nd June 2025.
4. Your Position will be based in Nasik.
5. You will have to provide Experience letter / Relieving letter of your previous employment.
6. You will also have to execute a service continuity agreement with the company for working with us for a minimum period of 2 years.

ANNEXURE – A

We trust you shall prove to be a great contributing factor for the growth and progress of Aress Software & Education Technologies Pvt. Ltd on a continuing basis.

We have structured your salary package on the following basis.

TOTAL COMPENSATION STATEMENT					
Components	INR	Payable	Components	INR	Payable
Basic Salary	16,000	Monthly	Basic	192,000	Annual
Travelling Allowance	3,200	Monthly	Travelling Allowance	38,400	Annual
Medical Allowance	3,200	Monthly	Medical Allowance	38,400	Annual
Telephone Allowance	1,600	Monthly	Telephone Allowance	19,200	Annual
Special Allowance	8,000	Monthly	Special Allowance	96,000	Annual
	32,000	Monthly	Sub Total (T1)	3,84,000	Annual
Annual Benefits					
Paid Leaves (21 days)	22,400				
Retirals	NA				
PF (Employer's Contribution)	21,600 (This is subject to change in the new wage bill. If the PF contribution increases, it will be adjusted against fixed take home.)				
Gratuity	9231				
Variable Performance Bonus	35,000				
*Accidental Insurance	425				
Sub Total (T2)	88,656				
Monthly Gross	39,388				
Annual Gross	4,72,656				

*In addition to the above, you are also eligible for an Accidental cover of Rs. 2,00,000/-.

Aress Software and Education Technologies Pvt. Ltd.

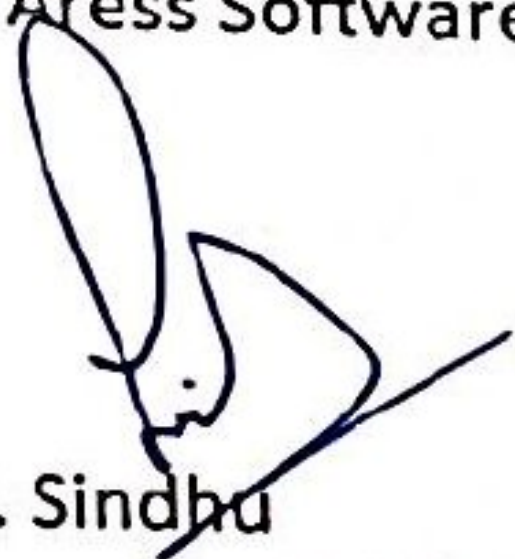
Any statutory deductions as applicable will be deducted from your salary. Your financial review will be done after the successful completion of every year in the organization.

Your employment will be subject to a background check in line with Aress Software background check policy. If the background check reveals unfavorable results, you will be liable to disciplinary action, including termination of service without notice.

Your appointment is subject to your submitting mark sheets/experience certificates/ last employment salary slip. If, at any time, during the entire term of your employment, including probation period, any information contained in such documents is found to be falsified or untrue, this shall constitute a breach of this Agreement and your employment may be terminated by the Company forthwith.

We look forward to your acceptance of the offer and joining the Aress family.

For Aress Software and Education Technologies P. Ltd.



P.S. Sindhu
Manager – HR & Admin




Ayesha Gulam Gous Shaikh
Employee

Aress Software and Education Technologies Pvt. Ltd.

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