



No 45, 4th Ave, Anna Nagar,
Shanthi Colony, Anna Nagar,
Chennai, Tamil Nadu 600040
info@vulturelines.com
vulturelines.com

OFFER LETTER

Date : 07-01-2024

To,

Harinarayanan A,

Sub: Internship Offer Letter

Dear Harinarayanan A,

We are pleased to offer you the post of Full Stack Developer in our company. Your joining date is set for 3rd December 2024.

Your internship with the Company will be subject to strict adherence to the policies and procedures of the Company.

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We welcome you to join the company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the company. If you have any questions, please clarify from the undersigned.

Terms & conditions :

Introduction

These Terms and Conditions outline the expectations and obligations of Vulture Lines Tech Pvt Ltd. and the employee regarding disciplinary actions, project delays, and terminations. By accepting the offer of employment, the Employee agrees to abide by the terms outlined herein.

2. Disciplinary Actions

2.1 Performance Expectations

The Employee is expected to perform their duties diligently, professionally, and in accordance with the Company's policies and procedures.

The Employee must maintain high standards of quality and productivity.

2.2 Disciplinary Process

In the event of unsatisfactory performance, the Company will follow a progressive disciplinary process, including verbal warnings, written warnings, and performance improvement plans, as deemed appropriate. Repeated or severe violations of Company policies or procedures may result in immediate disciplinary action, including suspension or termination.

2.3 Conduct Expectations

The Employee is expected to adhere to the Company's code of conduct, which includes treating colleagues, clients, and partners with respect, honesty, and integrity.

Harassment, discrimination, or any form of unethical behavior will not be tolerated.

3. Project Delays

3.1 Project Commitment

The Employee agrees to dedicate their best efforts to ensure the timely completion of assigned projects.

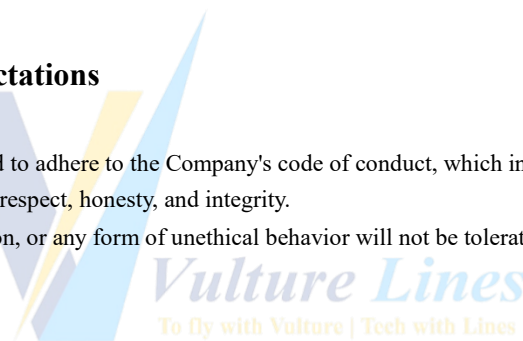
Delays in project delivery can have adverse effects on clients and the Company's reputation.

3.2 Notification

In the event of anticipated project delays, the Employee must promptly notify their supervisor and project manager, providing an explanation and proposed solutions. Failure to report delays may result in disciplinary action.

3.3 Mitigation

The Employee is expected to take reasonable measures to mitigate project delays and, when possible, catch up on lost time.



Termination

4.1 Voluntary Termination

If the Employee chooses to resign from their position, they must provide 3 months of written notice. The Company may waive the notice period at its discretion. Employment with the company will be decided based on performance.

4.2 Involuntary Termination

The Company reserves the right to terminate the Employee's employment for any reason, including but not limited to unsatisfactory performance, policy violations, or changes in business needs. In cases of involuntary termination, the Employee will be provided with Severance Package in accordance with Company policy.

5. Confidentiality and Non-Compete

The Employee agrees to maintain the confidentiality of the Company's proprietary information and trade secrets both during and after employment.

The Employee shall not engage in any competitive activities that could harm the Company's interests for [NonCompete Duration] following termination.

6. Miscellaneous

This Agreement supersedes all prior agreements and may only be amended in writing.

This Agreement is governed by the laws of India, and any disputes shall be resolved through arbitration in accordance with the rules of the Arbitration Association.

The Employee acknowledges receipt of the Company's policies and procedures handbook.

By accepting this offer of employment, the Employee agrees to abide by these Terms and Conditions. Failure to do so may result in disciplinary action, up to and including termination.

For Vulture Lines Tech Pvt Ltd,



Ajay Doroth, HR Manager, Vulture Lines Tech Pvt Ltd

Regards,



RG Beno Nayagam,
Director – Operations,
Vulture lines Tech Ltd

Employee Signature :

Employee Name :

Date :

