

8th July 2013

To,

Narendra Patidar,

Dear Narendra,

With reference to the discussions we had with you, we are pleased to offer you the position of **Principal Software Engineer** in our Company with the following terms and conditions.

Your CTC will be **Rs.940,000/-** per annum, inclusive of Statutory deductions, Taxes, Annual benefits etc.

Your date of joining will be **15th July 2013**.

At the time of joining the company, you will be required to sign and abide by Employment Agreement and Policies of the company.

You will be on probation for a period of **six months** from the date of your joining. You will be confirmed in the services of the Company on successful completion of your probation and confirmation, as and when done, shall be in writing.

The Company has the right to increase or decrease or alter salary structure based on the performance.

At the time of joining, please submit the following Documents:

- Photocopy of your degree certificates, Mark sheets in support of your educational qualifications
- Previous experience certificates, relieving orders
- Proof of last drawn salary
- Photocopy of your passport
- 4- Passport size Photographs
- Copy of Pan card

Please sign a copy of this letter as a token of your acceptance and return it to us at the earliest.

We take this opportunity to welcome you and look forward to a long and mutually beneficial association.

Thanking you,

Yours truly,
For Avvas Infotech Pvt. Ltd.


S. Keerthi
Manager –Human Resources

I accept the offer on the terms and Conditions

Signature
Date

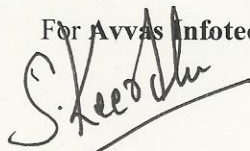
Salary Breakup

NAME	Narendra Patidar	
DESIGNATION	Principal Software Engineer	
ANNUAL COMPENSATION		
Particulars	Per month	Per annum
Basic	31333	376000
House Rent Allowance	12533	150400
Transport Allowance	800	9600
Medical Reimbursement	1250	15000
Others	30697	368360
GROSS	76613	919360
COMPANY CONTRIBUTION		
Provident Fund	780	9360
Gratuity	940	11280
COST TO COMPANY(CTC) p.a.		940000

Benefits:

1. Gratuity, payable as per the Payment of Gratuity Act.
2. Medical insurance coverage of Rs.50,000/- for the employee and 2 dependants. The premium amount is not included in the CTC mentioned above.
3. Accident Insurance coverage of Rs.200,000/- for the employee. The premium amount is not included in the CTC mentioned above.

For Avvas Infotech Pvt. Ltd.


S. Keerthi
Manager –Human Resources

I accept the offer on the terms and Conditions

 Signature
 Date