



25-Mar-2023  
Neelansh Pandey

9696472351  
neelansh.email@gmail.com

**Dear Neelansh,**

We are pleased to confirm our offer for the position of **Software Engineer** with 88Academics (India) Private Limited (the “**Company**”). Your work location will be **NEWDELHI, India**.

Your compensation in this position will be **INR 300,000/-** per annum. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts towards TDS (Tax Deduction at Source), PF (Provident Fund), and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

**Other terms and conditions:**

1. Probation: You will be on probation for a period of 6 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 months’ notice or payment in lieu of notice.
2. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 1 months’ notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 3 (three) months prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.

This offer is not intended to create a contract of employment for an indefinite period and is valid until 28-Mar-2023. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be 27-Mar-2023, subject to verification of your records, and completion of the background check. This background verification may be done by a third party and may be initiated upon offer acceptance. The Company reserves the right to invalidate offer/end your employment, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company about your employment with the Company.

At the time of reporting for duty, please furnish the documents:

1. Experience Certificate / Relieving Letter / Accepted copy of resignation letter from your previous employment
2. Copy of Salary Certificate / Pay Slip from your present employer
3. Copy of PAN card and Aadhaar
4. PF Details including UAN (if you already have a PF)
5. Passport size photographs - 2 Nos.

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**88ACADEMICS (India) Private Limited**

4E/10, (Plot No. 10, Block No.4E), Jhandewalan Extension, Near Post Office, Delhi 110055, INDIA  
CIN No. U80903DL2021PTC382829

**Confidential**

We believe you will make an excellent addition to the team, and we are all excited to work with you. We are looking forward to you starting in this position on or before 27-Mar-2023. We look forward to your decision soon. Please note that if we do not receive your acceptance of this offer on or before 28-Mar-2023, this offer shall automatically be deemed as cancelled, without notice and cease to be effective.

Sincerely,



For **88Academics (India) Pvt. Ltd.**

I, **Neelansh Pandey** accept the above offer and would be joining on or before 27-Mar-2023.

**ANNEXURE - SALARY BREAK UP****Name : Neelansh Pandey****Designation : Software Engineer**

Particulars	Compensation Per Month (INR)	Compensation Per Annum (INR)
Basic	25,000	300,000
HRA	0	0
Special Allowance	0	0
Gross Salary (INR)	25,000	300,000
PF Company's Contribution (INR)	0	0
Total Compensation (INR)	25,000	300,000

**For 88Academics (India) Pvt. Ltd.**

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