



PRIVATE AND CONFIDENTIAL

# OFFER LETTER

24th July 2024

Dear Mohammed,

This is with reference to our discussions. We are pleased to appoint you in our organization as a Software Engineer (Trainee) on the following terms and conditions:

1. **Month of joining:** Your month of joining will be with effect from July 2025. If the joining month is not suitable, please contact rtCamp immediately to seek an alternate date. Please note that your offer stands terminated if you do not notify rtCamp of your acceptance of the terms hereof, or you are unable to join on the joining date, unless the joining date is extended, and such extension is communicated to you in writing.
2. **Internship/Probation Period:** You will be on a 6 months internship/probation period.
3. **Performance review:** Your performance review will be undertaken 7 days before the end of the internship/probation period to take a decision on confirming your employment.
4. **CTC during the internship/probation period:** Your all-inclusive total gross emoluments including annual payments excluding applicable business related reimbursements will be INR 6,00,000 per annum.
5. **CTC during the confirmed employment period:** It will be decided at the time of performance review, minimum annual CTC being INR 12,00,000 per annum.
6. **Notice Period:** **A)** Company to Employee - Company can terminate your services by giving you 7 days notice or salary thereof. **B)** Employee to company - You will be required to give 7 days written notice in case you decide to leave your services, subject to the Company's discretion.
7. **Increase** in remuneration is not automatic but will be based solely on the efficient, satisfactory and loyal discharge of duties as assessed from time to time. If your performance goes above expectation, your performance review may be taken before the yearly appraisal cycle.
8. **Taxes:** Company will deduct appropriate taxes as per the Indian tax regulations. However, it is primarily the individual's responsibility to meet his/her tax liability, under the Income-tax Act.

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contact@rtcamp.com  
<https://rtcamp.com>

**rtCamp Solutions Pvt. Ltd.**  
107, Pride Icon, Kharadi,  
Pune - 411 014 (MH) India.  
**CIN U72900PN2009PTC157929**



9. **Retirement Age:** The age of superannuation is 60 years. The date of birth declared in your application for employment with rtCamp shall be binding on you in this regard.
10. You will attend to or undertake any work entrusted to you in accordance to the company's exigency at our existing office/locations/facilities/establishments in India or abroad.
11. Detailed regulations as regards to leave, medical, leave travel allowance, travel etc. shall be as per the personnel policy of the company. In addition, you will be governed by service conditions laid down in the company's personnel policy, as amended from time to time.
12. This letter and its contents are confidential. Please do not share or disclose this information to anyone else without prior permission from rtCamp's HR Team.

Please reply to this letter to convey your acceptance of this employment with all the terms and conditions thereof.

We welcome you to rtCamp Solutions Pvt. Ltd. and look forward to a long and mutually beneficial association.

Yours sincerely,  
For rtCamp Solutions Pvt. Ltd.

**Nicol Fernandes**  
**Head of Human Resources**

**Acceptance:** I accept this offer with all the terms and conditions contained in the letter.

A handwritten signature in black ink, appearing to read 'Mohammed Noumaan Ahamed'.

**Mohammed Noumaan Ahamed**

24 / 07 / 2024





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