

OIS/HR/2025-26

12th September 2025

Ms. Divya
Jaipur

Subject: Offer for the Position of Software Developer- MERN

Dear Divya,

Following your interview and the discussions with us, we are pleased to extend an offer for the position **Software Developer- MERN** with our organization. We are excited to have you join our team.

The details of your compensation are as follows:

Annual Salary: INR 3, 96,000/- (Three Lac ninety six thousand only) on a CTC basis, subject to applicable tax and statutory deductions.

Your probation period will be three months. During this time, you will be required to sign a One-Year Service Adherence Agreement with us.

This offer is made based on the information you have provided in your application, including your bio-data and during the interview process. Should it be discovered that any false statements or material omissions were made; the management reserves the right to take appropriate action, including termination of your employment.

We request that you join us on or before **17th September 2025 at 10:30 AM** at the following address:

**Octal IT Solution
6/78, Roop Vihar Colony, Hari Marg
Malviya Nagar Jaipur 302017**

Offer Acceptance and Withdrawal:

As we are finalizing this position with you, please take note of the following terms:

1. **Acceptance of Offer:** By signing and accepting this offer letter, you confirm your intent to join Octal IT Solutions LLP in the specified role and start on the agreed-upon date.
2. **Consequences of Withdrawal:** If you choose to withdraw after accepting the offer and fail to provide the notice as stipulated, Octal IT Solutions LLP reserves the right to take the following actions:
 - a) Recovery of any costs incurred by the company during your recruitment process, including recruitment agency fees, advertising, and administrative expenses.
 - b) Reporting the withdrawal to relevant professional networks or future employers (if applicable).
3. **Penalty for Non-Joining:** As we have closed the hiring process for this position after accepting your offer, and projects have been planned around your joining, if you choose not to join on the agreed-upon date after acceptance, the company will incur a loss of one month salary. This amount will be required to be paid by you as a penalty if you decide not to join.
4. **Legal Recourse:** In the event of a breach of this agreement, Octal IT Solutions LLP may pursue legal action to recover any damages resulting from the withdrawal, including any financial losses incurred.

We look forward to welcoming you to our team at Octal IT Solutions LLP!

You are requested to provide us the scanned copy of following documents for verification/submission along with the offer acceptance mail. All documents should be self-attested:-

Educational qualification certificates
Professional qualification certificates
Salary Certificate from previous employer (last three months)
Bank Statement (last Three Months)
Experience Certificate and Relieving Certificate from All previous employers
Passport size Photo (2 copies to be submitted at the time of joining)
Aadhar Card
PAN Card
Residence Proof (Driving License/Passport)
Resignation Mail (If resigned)

Note: The validity of this offer is subject to reference check & background verification report and authenticity & legitimacy of the credentials & information provided by you.

We welcome you to The Octal family and look forward to a fruitful collaboration.

On behalf of Octal IT Solution

Best Regards,



Shweta Jain
Director HR