

Date: 27-February -2024

**Mr. Raagul S**

7/5-5 NB, Bharathiyar Street,  
1<sup>st</sup> Cross, Jothi Talkies Main Road,  
Salem,  
Tamil Nadu – 636003  
Email: raagulsam19@gmail.com

**Dear Raagul S**

**Sub: Offer Letter**

In this letter 'you' or 'employee' refers to you, namely, Mr. Raagul S.

Further to your application and interview with Revature, we are pleased to offer you a position of Trainee Software Engineer in our organization.

Given hereunder are the terms & conditions of service applicable to you, if you choose to accept this offer. Please convey your acceptance by counter-signing the duplicate of this letter at the spaces indicated and return the same to us.

**1. Internship Term and Termination:**

- a. Your internship is scheduled to start effective 01<sup>st</sup> March 2024 for a period of Four (4) months. You will receive a stipend of Rs.20,000/- (Rupees Twenty Thousand Only) per month during your internship. Upon successful completion of your internship, you will be offered a permanent position of Associate Software Engineer with Six (6) months of Probation Period at the sole discretion of Revature.
- b. During your Internship period with Revature, you may be exposed to confidential information and other trade secrets belonging to Revature. You are therefore bound by strict confidentiality under this Appointment Letter and you agree that upon completion of your training, you will hand over all documents including electronically stored information to Revature.
- c. Upon completion of Four (4) months' Internship period, you will be offered the position of Associate Software Engineer with Six (6) Months of probation period. Your CTC will be **Rs. 5,00,000.00/-** annually with other benefits. During the term, you undertake to devote best efforts, knowledge and skill and devote substantially all of your working time (at least 40 hours a week) and attention to the performance of your duties as aforesaid.

**REVATURE CONSULTANCY SERVICES PRIVATE LIMITED,**

Workafella – High Street, 12th Floor, New No. 431, Anna Salai, Teynampet, Chennai – 600 018.

PH: +91-44- 4201 6145 / 4205 0347 Mail: india@revature.com | www.revature.com

- d. Depending upon your performance during the probation period, Revature reserves its right to approve or terminate the Agreement by providing One (1) month written notice to you. If you wish to resign during your probation period, there will be a Mandatory Three (3) months' notice period. Any changes to the terms above is subject to management's approval (Team and HR leadership).
2. Appointment after completion of Probation Period:
  - a) Upon successful completion of the aforesaid internship and probation period, your performance will be evaluated. Consequent to the evaluation, your services may be confirmed. Upon confirmation, you are expected to serve us faithfully, diligently and to the best of your ability. After completing the probation, your annual salary will be revised once a year based on your performance during that period.
  - b) It is agreed that you shall not resign/quit from the services of Revature until the completion of minimum thirty (30) months ("Mandatory Period") from your date of appointment as Associate Software Engineer.
  - c) Termination:
    - i. Revature may terminate the employment by issuing 1-month prior written notice to the employee. Alternately, the employee may resign from the services of the Company only after the Mandatory Period by providing a mandatory Three (3) months' prior written notice. In the event that the employee fails to serve the mandatory Three (3) months' notice, the employee understands and agrees that he/she will be liable to pay an amount equivalent to his/hers last drawn Three (3) months' salary to the Company as compensation in lieu of notice period along with loss/es suffered by the Company due to the employee's resignation.
3. Upon termination of employment, the employee will be entitled to remaining salary; he will not receive any severance pay. Revature will discontinue payments of any benefits from the day of termination.
4. Legal Remedy
  - a. Any dispute and/or differences whatsoever arising between the parties out of or relating to the construction, meaning, scope, operation or effect of this contract or the validity or the breach thereof shall be settled by compulsory arbitration in accordance with The Arbitration and Conciliation Act, 1996 (including amendments, if any) and the award made in pursuance thereof shall be binding on the parties.
  - b. The Company shall nominate the sole arbitrator. The venue of the arbitration proceedings shall be in Chennai and the arbitration proceedings shall be in English.
  - c. In respect of all matters/disputes arising out of, in connection with or in relation to this, only the civil courts at Chennai shall have jurisdiction, to the exclusion of all other courts, subject to the arbitration clause.

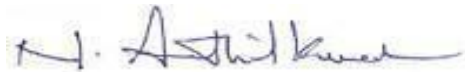
You agree that the terms and conditions mentioned above may be modified from time to time by Revature and such modified terms and conditions shall be intimated to you.

The Employee agrees and undertakes to abide by the terms and conditions provided under the Employment Agreement and the Non-Disclosure/Confidentiality Agreement.

Please indicate your acceptance of the internship and offer by signing this letter and returning it to the HR department of Revature.

Yours Sincerely,

For Revature Consultancy Services Private limited



Authorized Signatory

I, Raagul S aged about 23, S/O of Mr. Sridharan permanently residing at 7/5-5 NB, Bharathiyar Street, 1<sup>st</sup> Cross, Jothi Talkies Main Road, Salem, Tamil Nadu – 636003 the employee herein, accept and agree to the above terms and conditions.



S.Raagul (Feb 29, 2024 14:13 GMT+5.5)

**EMPLOYEE**

S.Raagul


### Annexure -1

Description	Monthly	Annual
Basic	16,403	1,96,836
HRA	8,202	98,424
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowances	8,996	1,07,956
<b>Total Gross Pay</b>	<b>36,451</b>	<b>4,37,416</b>
<b>Monthly Benefits</b>		
Sodexo Food Coupon	2,000	24,000
Provident Fund - Employer contribution	1,800	21,600
<b>Annual Benefits</b>		
Family Medical Insurance- Rs.4,00,000 coverage for employee and dependent family member & GPA (accident coverage of Rs. 5,00,000) for employee.	1098	13,184
Yearly Master health check-up	317	3,800
<b>Monthly CTC</b>	<b>41,666</b>	
<b>Annual CTC</b>		<b>5,00,000</b>

### Other Cost to Company.

**Gratuity:** Entitled to gratuity as per Gratuity scheme.

Eligibility for gratuity is minimum stay of 5 yrs. with the company.

  
S.Raagul (Feb 29, 2024 14:13 GMT+5.5)

S.Raagul