

18<sup>th</sup> Feb 2021

Dear Sushil,

It is a pleasure to confirm the verbal offer made to you with this formal written letter for the position of a software developer in our organization.

You are required to join the organization on 18<sup>th</sup> Feb 2021. You will be on internship from 18<sup>th</sup> Feb 2021 till 18<sup>th</sup> Mar 2021 on a no income stipend, for the next 2 months you will be on a stipend of INR 2,000 (two thousand rupees) per month, 4<sup>th</sup> and 5<sup>th</sup> month will INR 5,000 per month. On confirmation you will be an employee from 18<sup>th</sup> July 2021, during this time your compensation will be INR 10,000 (Rupees Fifteen thousand) per month. This does not include any other costs incurred by the company for its employees' benefits as it deems fit.

You are required to confirm the acceptance of this employment offer by signing a copy of the letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing.

Our offer is contingent on your acceptance of the terms of the organization's employment agreement and policies existing and modified from time to time. In case of resignation of services during and after the training (probation) period, you will be required to give two months' notice to the organization. In case of termination of services after the training (probation) period, you will be given one month notice from the organization.

You will be posted in our office in Jaydev Vihar, Bhubaneswar (work from home for now till further information is conveyed). Please report at 9:30 hours on 18<sup>th</sup> April 2021.

You will be communicated if you are eligible for employee stock options, this is purely at the company's discretion.

Once again, let me express our unanimous excitement at the prospect of your joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Wishing you all the best!

**InnoverenIT Services**



CEO

Purojeet Mishra  
Founder & CEO