

Date: 23-May-2022

Ref/OFF-PE/CTPL/05/2022/05

Shivam Dhumal

0-14 / A-8 / Ajinkyatara / SECTOR-18

Nerul Navi Mumbai 400706.

### Pre-Employment Offer Letter

Dear Mr.Shivam Dhumal,

Based on the interview and discussions you had with us, we are pleased to offer you an employment at Cloudstrats. Details of the terms & conditions of offer are as under

1. You will be designated as **Executive- Full Stack [Innovations]** and your initial place of posting will be **Mumbai**, but during the course of employment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or visit any client site as required at the sole discretion of the Management. The agreed date of joining is **23-May-2022** and your initial shift timings will be **10:00 am to 07:00 pm** but is subject to change as per the business needs.
2. The first 06 months of your engagement with Cloudstrats will be under the apprentice/fellowship program. Upon successful completion of Apprentice/Fellowship program you will be entitled to receive Gross remuneration of **Rs. 15,200/- per month** with an overall CTC of **Rs. 3,97,908/- per annum** as per Annexure – I.
3. You will be covered under the Corporate Group Medical Insurance scheme to cover your medical needs.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you post completion of apprentice program.
5. You will be on probation for a period of six months from the date of completion of apprentice program. Upon successful completion of probation period, your employment is permanent with us, and you will need to serve a notice of ninety days if you want to leave the firm.
6. There will be a Lock-in period of 36 months from the date of joining. Any discrepancy will invite a recovery settlement for the training & development investment through Cloudstrats.
7. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void.
8. You will be required to furnish details and a Background Verification will be carried out by us to validate the particulars you may have represented in your candidature. Any discrepancy will be considered breach of contract and will lead to immediate termination of services and the company can impose strong punitive action.
9. You will be bound by a Non-Disclosure Agreement with the company and any breach of the Agreement will invite punitive and legal action.
10. You will be required to submit the following set of documents on your date of joining.
  - a. Four passport size color photographs in white background only and one life photo
  - b. One set of photocopies of all certificates and marksheets along with the originals for verification
  - c. One photocopy of appointment letter and last three months' salary slips from the current employer along with originals for verification (Applicable if prior experience is furnished)
  - d. One photocopy of appointment letter and experience certificate / relieving letter from all the previous employers along with originals for verification (Applicable if worked for more than one organization)



- a. One photocopy of passport / driving license / Aadhar Card, etc.
11. In the initial recruitment process, you were advised that this position is considered 'critical' and, therefore, your appointment is contingent upon successful completion of a background check, documents submitted by you are sent for necessary verification and authentication to the background verification agency
12. On the day of your joining, you are requested to connect with HR for all joining formalities at address email: [hr@cloudstrats.com](mailto:hr@cloudstrats.com); contact number: (+91-22 – 4961-1818)
13. Terms of your employment are governed by Cloudstrats Technologies and Cloudstrats Technologies reserves the right to make changes to your work location, shift and business vertical based on requirements of the organization.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

**We welcome you to the Cloudstrats family and wish you a successful career with us.**

**Yours Truly,**

**Accepted By**

**For Cloudstrats Technologies Pvt Ltd**

**Mr. Shivam Dhumal**

*Tejashree Shah*



**Tejashree Shah**  
**Human Resources Department**



Strategy



Cloud



Automation



Security



Analytics



AI

INDIA : Raheja Plaza, B wing 101, LBS Marg, Ghatkopar (West), Mumbai - 400 086. | 1800 210 6450  
USA : 555, Madison Ave, Fl 5, NY, New York, 10022. | 1833 844 8550  
Email : [connect@cloudstrats.com](mailto:connect@cloudstrats.com) | Web : [www.cloudstrats.com](http://www.cloudstrats.com)  
CIN : U72300MH2014PTC253073 | PAN : AAFCC5767J

## Annexure – I

#	Salary Bifurcation	Per Month INR	Per Annum INR
<b>A</b>	<b>Salary Components</b>		
1	Basic	6,080	72,960
2	HRA	2,015	24,180
3	Medical Allowance	-	-
4	Conveyance Allowance	-	-
5	Leave Travel Allowance	-	-
6	Performance Linked Incentives	-	-
7	Telephone / Mobile Allowance	-	-
8	Business Travel Allowance	-	-
9	Special Allowance	4,560	54,720
10	Statutory Employer's Contributions	2,545	30,540
<b>A</b>	<b>Gross Salary</b>	<b>15,200</b>	<b>1,82,400</b>
<b>B</b>	<b>Other Cost to Company</b>		
1	* Night Shift & Other Allowance	-	-
2	Leave Encashment	-	-
3	* Performance Linked Bonus	-	50,000
4	* Company Growth Bonus	-	50,000
5	Gratuity	-	3,508
6	Employee Stock Options	-	-
7	Training & Development	-	1,00,000
8	Medical & Accidental Insurance	-	12,000
<b>B</b>	<b>Additional Cost to Company</b>	<b>-</b>	<b>2,15,508</b>
<b>C</b>	<b>Overall CTC</b>		<b>3,97,908</b>

### Other Benefits & Remarks:

- You will be covered under the Corporate Group Medical Insurance scheme to cover your medical needs. The company will pay Medical Insurance premium until your employment with Cloudstrats Technologies Pvt. Ltd.
- The Yearly Performance Linked Bonus amount is indicative & is based on your overall performance for the year. Bonus is subjected to you being employed in the company & not being on notice period as of 31<sup>st</sup> May.  
**Note:** Payout of the Performance Bonus will be based on Average Performance for the year.  
A+ - 125% of Yearly Bonus  
A - 100% of Yearly Bonus  
B - 50% of Yearly Bonus  
C - 0% of Yearly Bonus  
D – Termination
- In case your monthly performance is rated B or below, a performance improvement plan will be initiated and deliverables will be reviewed closely.

Offered by:

Sign:

Tejashree Shah



*Shivam*

**For Cloudstrats Technologies Pvt. Ltd**  
**Tejashree Shah**  
**Human Resources Department**

**Accepted by: Mr. Shivam Dhumal**

