

7<sup>th</sup> June 2024  
Bengaluru

**Ms. Shruti Gupta**  
B5 420 Ashiana Town ,  
Bhiwadi Alwar Road- 301019  
**India**

**Dear Shruti,**

**Sub:** Offer Letter

**Congratulations!**

Subsequent to the discussions had with you by our team, we are pleased to offer you the position of **“CX Cloud Developer Trainee”** in the Corporate Grade Band **“L1”** with an annual CTC of **INR 5,35,000/- only** effective **26-June-2024** at Bengaluru location on the following terms and conditions.

**The Following shall be the terms and conditions of your appointment:**

- 1) You will be paid an Annual CTC of **INR 5,35,000/- (Rupees Five lakhs thirty five thousand only)**, from the date you're joining the Company. This will be disbursed to you in accordance with the prevailing standard compensation plans of CRMIT, information on which will be provided to you. A variable pay of 5% is included in your CTC, it is paid to you based on your performance.
- 2) The Company reserves the right to depute/transfer you to any other location in India or abroad as the business demands and in consistence with the Company's interest.
- 3) You will have to maintain strict confidentiality of the Company's policies, strategies and technologies. Once the employment ceases you will return to the Company all papers & documents or other property relating to the business of the Company or its clients and you will not retain any copies or extracts there from.
- 4) As per our policy, you will be required to sign the Non-Disclosure Agreement (NDA)/Non-Compete Agreement with the Company.
- 5) Your appointment is also subject to the satisfactory background verification check report received based on the data provided by you. The background verification check is carried out simultaneously along with your joining with us.
- 6) The Company reserves the right to make a mandatory reference check from your previous employers. In addition, a background check may also be conducted from your previous

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Regd. office:  
Fortune Summit Business Park,  
Plot No: 244, Hosur Main Road,  
Bangalore – 560 066  
**INDIA**

Page 1 of 3  
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Phone: +91 80 67 23 75 55  
email: [contact@crmit.com](mailto:contact@crmit.com)  
web: [www.crmit.com](http://www.crmit.com)

Employers and Educational Institutions. Depending on the credentials of such report the employment shall stand confirmed. Whereas in case of any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true and/or misleading, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation.

- 7) You would be issued with a formal appointment letter and along with the break – up of salary as applicable for your role upon joining.
- 8) We believe that you would be the best fit into CRMIT culture and confident that you will possess the capabilities that are required to deliver and play the role in career progression.
- 9) Upon acceptance of this offer to join CRMIT and for any reasons, if you have not joined, unless justifiable with supporting evidence thereof, company would make you liable to the extent of costs and commitment charges/penalty incurred by our client, a sum of INR 50,000/- (fifty thousand only) recoverable from you. CRMIT reserves its right to claim the damages including administrative costs, against you in case if you fail join the company as accepted by you.

As a token of your acceptance to join the Company, please revert with the signed scan copy of this Provisional offer letter within 2 Business days.

We welcome you and look forward to a long and mutually beneficial association.

Yours Sincerely,  
For **CRMIT Solutions Private Limited**

SD/-  
**Vinod N Reddy**  
Managing Director

Date: 7<sup>th</sup> June 2024

This is an electronically generated document hence does not require a signature.

**Accepted the terms and conditions of the offer and signed below**

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Signature  
**Name: Shruti Gupta**

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Page 2 of 3  
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Annexure - 1

You are advised to bring the following documents/testimonials mentioned below (in original) for verification of records by HR, as your appointment will be subject to fulfillment of all required formalities.

- a) Date of Birth Certificate
- b) Education Certificates – 10<sup>th</sup>, 12<sup>th</sup>, Degree & Post Graduation
- c) Previous Experience Certificate(s)
- d) Appointment & Relieving Letter from recent two Employers
- e) Proof of Permanent and Present address
- f) 3 recent Passport size photographs
- g) PAN card
- h) Aadhar Card
- i) Copy of a valid Passport
- j) Salary Statement / Salary Certificate from Previous Employer