

EFF/HRD/22-23/OFF-RD/0211

04-JAN-23

To

MR. SOMU SARATH KUMAR REDDY,
S/O SOMU VENKATA REDDY,
D NO 1-20/1, BATHALA BAZAR,
LAKKAVARAM,
PRAKASAM DISTRICT,
ANDHRA PRADESH-523264.



Dear MR. SOMU SARATH KUMAR REDDY,

Subject: Provisional Conditional Offer Letter as SOFTWARE ENGINEER Trainee in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on first week of **July/August 2023(Tentatively)**.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

With Regards,

For Efftronics Systems Pvt Ltd,

(SPURTHI D)

HR MANAGER

The Terms and Conditions of this offer are:

1. Your Training period would be for a Maximum of Six months starting from the schedule date of joining, and you will be designated as “Trainee” till the completion of your Training period.
2. You are required to serve the company for a period of 2.5 Years excluding the Training period.
3. You are required to submit all your Original Academic Certificates on the date of Joining and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of Rs. 10,000 per month during the training period and after the successful completion of Training, your CTC (Cost to Company) will be Rs.5.3 Lakh per annum with Gross salary 35K per month.
7. After successful completion of the training period your salary may increase depending upon your performance.
8. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
9. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
10. You should not resign during the agreement period.



Signature of Parent/ Guardian

Signature of candidate

Separation:

11. If the Trainee fails to prove himself/herself during the Training period, the company has every right to terminate him/her at that stage itself.
12. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Rs. 1,00,000** as the Training cost to the company.
13. At any time during the Training, if the Trainee is found to be **Wilfully non- performer** or guilty of fraud, dishonest, disobedient, disorderly behaviour, negligence, indiscipline, prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of **Rs.1,00,000/-** from you for the above said act.
14. A detailed letter of Appointment will be issued to you, after the successful completion of the Training Period.



With Regards,

For Efftronics Systems Pvt Ltd,

Spurthi D

(SPURTHI D)

HR MANAGER

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:

Place:

Signature of Parent/ Guardian

Signature of candidate

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Smart Railway Signaling

Smart Buildings

Smart Cities

IoT Solutions