



Coditas Solutions LLP. | LLPIN:AAQ-6182

30/11/2021

Reference No: CS/HR/OFFER/MC/30112021

To,
Mr. Mayur Chavan,

Internship + Offer Letter

Dear Mayur,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you a remuneration of **Rs. 11,000** per month (incl. TDS). You are expected to join on 3rd January 2022 and complete the necessary joining formalities.

Post the internship, Coditas shall offer you a permanent position based on your performance with an updated remuneration of **Rs.6 LPA**.

This offer is a combination of both an Internship and employment with Coditas, and it cannot be separated. After the Internship, the offer of permanent employment will be based on the decision made by the Coditas management.

The terms are as follows:

1. The remuneration shall be subject to tax deduction at source.
2. The appointment letter with detailed terms & conditions will be handed over to you on your confirmation after the successful completion of your **6-month** internship program. The confirmation would be subject to your performance during the mentioned period, other records, and verification of documents submitted during your tenure.
3. There will be no separate probation period, and your services will be confirmed after you successfully complete your internship program.
4. You can avail of the floater holidays as per the scheduled holiday calendar .

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5. Regular performance reviews will be done to assess your suitability. If the performance is not as per the satisfaction of the management, it can lead to termination of employment.
6. On confirmation, you shall be entitled to benefits as per the rules and regulations of the company.
7. The validity of this offer is **2 days** from the date of the release of this offer letter.
8. Your posting will be in Pune; however, you may be required to travel to client locations from time to time, if necessary.
9. You are expected to share the below documents (whichever applicable) on or before the date of your joining:
 - a. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
 - b. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role
 - c. Photocopy of your passport along with a photocopy of Visa stampings (if any)
 - d. One passport size photograph
 - e. Age proof document
 - f. Proof of permanent/local address
 - g. Pan card, Aadhaar card

Please let us know in advance if you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

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By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign during the internship period or within one year post confirmation, it would unfairly prejudice the Company.

If you choose to resign during the above-mentioned period, you shall be liable to pay the Company as per the following terms as indemnification of the cost of training and certification to the Company.

1. Resignation during the internship: total remuneration paid till date during the internship.
2. Resignation within 1 year of confirmation: half of the amount of CTC offered at the time of confirmation.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

Bhairav Estate, Viman Nagar, Pune, Maharashtra - 411014.
