



Date: 1<sup>st</sup> November 2025

## Offer Letter

Dear Sonu Kumar Bairwa,

We are pleased to offer you the position of **Software Engineer** at Volcanic Education and Technology Private Limited. Your skills and experience are valued, and we look forward to your contributions to our mission of driving digital transformation across Indian institutions and SMBs.

Terms of Employment:

- Position: Software Engineer
- Employment Type: Probationary
- Probation Period: 6 months from the date of joining
- Monthly Salary: ₹5,000 (Rupees Five Thousand only)
- Work Location: Remote

During the probation period, your performance will be reviewed periodically. Upon successful completion, your employment may be confirmed.

Other Conditions:

- You are expected to maintain confidentiality and uphold the company's code of conduct.
- You may be required to work on multiple projects and adapt to evolving technical needs.
- This offer is subject to verification of your credentials and submission of required documents.

Please sign and return a copy of this letter to confirm your acceptance.

We welcome you to the Volcanic Education family and look forward to a productive association.

Upon successful completion of the probation period, your employment may be confirmed. Please note that salary and other terms will remain unchanged for the first 12 months of service. Any revisions to compensation or benefits will be considered only after completion of one year, based on performance and company policy.

Warm regards,  
Vishal Kumar  
Founder & Director  
Volcanic Education and Technology Private Limited

❖ Accepted by:

Name: Sonu kumar Bairw

Signature:

I hereby confirm that I will keep the terms of this letter in strict confidence. Any breach of confidentiality can lead to disciplinary action as the company may deem fit.