

**June 6, 2016**

**Aditi Banerjee**

186/187 4th Room Second Floor Sai Baba Society,  
Gate no. 5 Near Pius Point,  
Pandrasara,  
Surat, Gujarat, India

Dear **Aditi**,

We are pleased to offer you the position of "**Software Engginer**" effective **June 6, 2016** with "**Softices**".

**Salary**

You will be paid a Gross Salary of Indian **Rs. 1,44,000/- (one lakh forty four thousand only)** per annum payable on a monthly basis. Annual salary reviews will be made in line with company policy. The payment of your salary shall be subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time.

**Income Tax**

Tax will be deducted at source from your salary in accordance with the Income Tax Act & Rules as applicable from time to time. You acknowledge that all taxes are your personal responsibility.

**Performance Review**

A review of your performance and salary shall be carried out annually, in accordance with the compensation policy of the company from time to time. Any adjustment shall be based on your performance and is at the Company's sole discretion. The payment of any bonus, royalty, and commission, incentive (whether in cash or in other form) shall be at the absolute discretion of the Company, and shall not justify any legal claim on your part or your legal representatives even if such payment was made repeatedly and without any explicit reservation as to its voluntary nature.

**Obligations & Conduct**

You will be expected to execute your job responsibilities efficiently and use your best endeavors to promote the interests of the Company. Without prior permission of the Company you will not accept whether directly or indirectly any part time or other jobs or business of any kind whatsoever, on your own account as long as you are in the employment of the Company.

**Vacation Entitlement and Paid Holidays**

You will be entitled to 18 working days of vacation and 6 days sick leave per completed calendar year of service, such leave to be pro-rated according to the number of completed months of service in your first year of service. Such vacation will be taken by you at times that will be determined, depending upon the requirements of the business activities of the Company and depending upon the provisions of national law, unless the Company and you shall otherwise specifically agree.

**Miscellaneous**

On confirmation of your employment either the Company or you may decide to terminate this employment relationship by giving a thirty (30) day prior notice or payment in lieu of notice. However, in the event of misconduct or commission of a breach by you, Softices is entitled to terminate your employment with immediate effect with or without prior notice or payment in lieu of notice. You understand and agree that your services with Softices are terminable by giving one month notice or payment in lieu of notice from either side.

On cessation of your employment you will return to Softices all papers and documents or other properties that may at that time be in your possession relating to the business of Softices and you will not retain any copies or any extracts there from. You shall upon termination of your employment with Softices reaffirm your recognition of the importance of maintaining the confidentiality of Softices information.

The provisions of this agreement shall inure to the benefit of and may be enforced by Softices, its successors or assigns, and shall be binding upon you, your executors, administrators and other legal representatives. If any provisions of the above agreement are found to be invalid or unenforceable, the validity of the other provisions shall not be affected. This agreement if executed after the commencement of employment is hereby specifically made retrospective and effective as of the first day of your employment.

**Applicable Law**

This agreement shall be constructed and governed by the laws of India. This agreement sets forth the entire agreement between you and Softices with respect to the subject matter it addresses and supersedes all prior representations and understandings, whether oral or written. This agreement may be changed only by an agreement in writing signed by you and Softices.

By signing below you are agreeing that you have read and understood every provision of this agreement and that in consideration for your employment at Softices, you agree to be bound by all the terms and conditions set forth above.

**Policies and Standards**

Softices has established a variety of policies and standards that ensure a safe, enjoyable working environment. During the period of your employment with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of Softices and that these policies do not form a part of this Agreement. It is agreed that if Softices introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.

**Probationary Period**

To assess your fit within Softices, the first three (3) months of your employment will constitute a probationary period. At any time during this probationary period, Softices may terminate your employment without cause and without advance notice or pay in lieu of notice. If this occurs, we would have no further obligation to you, financial or otherwise.

**Non Solicitation**

You hereby agree that, while you are employed by Softices and for two (2) years following the termination of your employment with Softices, you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any Softices employee or (ii) directly or indirectly solicit,

attempt to solicit, canvass or interfere with any customer or supplier of Softices in a manner that conflicts with or interferes in the business of Softices as conducted with such customer or supplier.

**Changes to Duties and/or Compensation**

If your duties or compensation should change during the course of your employment with Softices, the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

**Legal Advice**

If you are uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.

Sincerely,  
For and on behalf of  
Softices

**Krunal Parvadiya**  
Owner

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I agree with the above terms and conditions. I will be joining Softices on **June 6, 2016**.

Acknowledged & Accepted

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

COMPENSATION LETTER			
SOFTICES			
CTC Breakup			
Employee Name:	Aditi Banerjee		
Designation:	Software Engineer		
Level	L2		
Date of Joining:	June 6, 2016		
SI No.	Particulars	Amount (Monthly)	Amount (Yearly)
1	Basic Salary	6000	72000
2	House Rent Allowance	2400	28800
3	Conveyance Allowance	800	9600
4	Medical reimbursement	1500	18000
5	Other Allowance	1100	13200
6	Professional Tax	200	2400
<b>Total Gross</b>		<b>12000</b>	<b>144000</b>
<b>Cost to Company</b>	<b>144000</b>		
<b>Other Benefits</b>	N/A		

### List of the documents to be submitted at the time of joining

The following documents are to be made available in original along with one set of photocopy. The original documents will be returned after verifying the photocopies.

1. Academic & Professional Qualifications-Copies of Mark sheets/ Grade card, Provisional/Degree Certificates(both sides)
2. PAN Card/ License Card copy
3. Copy of First Page & Last Page of the Passport
4. Photocopy of relieving / experience letter
5. Salary Slip of previous organization
6. 1 passport size color photographs.