

OFFER LETTER

CSI/DEV/17/011-011
9th March 2018

To

Mr. Karthikeyan R
No.1/146, Kamatchi nagar,
Mugulivakkam,
Chennai - 600125

Dear Karthikeyan,

We have pleasure in confirming our offer of employment as **Software Engineer** at CADS Software India (P) Ltd.

Date of joining

Your employment is effective from the date of joining which shall not be later than **2nd April 2018**.

Place of work

Your place of work is at our office located at Type II/5, Dr. VSI Estate, Rajiv Gandhi Salai, Thiruvannamiyur, Chennai 600 041. The place of work is subject to change based on the organization business requirement, and in the interest of CADS India.

Probation

You will be on probation for a period of six months from the date of joining. The company may at its discretion, extend or reduce such probationary period subject to your performance. During the probationary period this appointment may be terminated without assigning any reasons, by either party on one month's notice or on payment of one month's salary in lieu of notice.

Confirmation

On successful completion of the probationary period there will be a performance review and your appointment may be confirmed, subject to satisfactory performance. You will also become entitled to the additional benefits which will be described in the Appointment Letter.

Retirement Age

The standard retirement age at CADS Software India (P) Ltd is 65 years.

Other work

Your position is a full time employment with this company and you shall devote yourself exclusively to the business of the company.

Holidays and Leave

You will be entitled to Holidays and Leave as per the Holiday and Leave Policy of the Company.



GLOBAL CONSTRUCTION
SOFTWARE AND SERVICES

CADS Software India (P) Ltd.
Type II/5, Dr. VSI Estate, Rajiv Gandhi Salai,
Tiruvannamiyur, Chennai - 600 041
Phone : +91 (0) 44 2254 2112
CIN : U30006TN1996PTC034854
GST : 33AAACC4632P1ZM



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Insurance

The Company insures the Employees and dependents for Medicare protection for hospitalisation, Accident Insurance and Group Term Insurance as per the company policies.

Salary

Your gross annual compensation is **Rs.3,00,000/-(Rupees Three Lakhs Only)** on a cost to the company basis; details provided below:

Particulars	Monthly	Annual
Gross Salary	23,200	2,78,400
Employer Contribution (PF)	1,800	21,600
CTC	25,000	3,00,000
Net Salary	21,400	2,56,800

Salary Review

After your confirmation, your salary may be reviewed annually, usually in the month of April. Your increment is discretionary and is subject to your performance and the company results.

Gratuity

You are eligible to Gratuity as prescribed in the Payment of Gratuity Act, 1972.

Offer letter validity

This offer letter remains valid only if all the conditions below are fulfilled:

- A. Acceptance of the offer letter by signing in all pages
- B. Forward a mail copy of your resignation letter / mail, within 3 days
- C. Forward a mail copy of acceptance of your resignation letter / mail within one week

Please confirm your acceptance by returning a signed copy of this letter at the earliest.

Yours sincerely,

For **CADS Software India (P) Ltd**


Robins Wellington
 Chief Administrative Officer

I, **Karthikeyan R**, agree to accept employment on the terms and conditions mentioned in the above offer of appointment.

 (Signature)

 (Date)