

To,

July 02, 2018.

**Mr. Shaik Asheer,
Prakasam, Andhra Pradesh.**

Sub: Offer cum Appointment Letter

Dear **Asheer**,

You are requested to report at our office situated at Bangalore, India at 10.00 am. You are expected to perform duties and responsibilities as assigned by your superior.

Please note that, apart from the Offer Letter, you are required to produce this letter on your joining the company.

You are requested to return the duplicate copy of this offer and confirm your acceptance.

Pursuant to our discussions, we are pleased in giving you this letter of appointment, setting out the details of your employment with **Stratycon Technologies, Bangalore**. You are being appointed to the position of **IT Services**.

Your total gross salary will be **Rs. 3,00,000.00/- Annum**

Also please carry with you a photo identity card that you have (Passport, Voter ID, Driving License) which would have to be produced at the time of joining.

With reference to the same, mentioned below are the details of your joining the Company:

- 1. Date of Joining : July 17, 2018**
- 2. Location : Bangalore, India**

We are happy to welcome you to the Stratycon Technologies. family.

Privileged and Confidential

You will be initially placed at **Bangalore** but your services are transferable or depute to any other offices of the Company and its associates, at the discretion of the company.

The Terms & Conditions of our offer are as follows:

01. The detailed break-up of the compensation offered to you is outlined in **Annexure-B** to this letter. In addition to your compensation, you will be eligible for benefits in accordance with the prevailing Stratycon Technologies benefit policies.

02. Stratycon Technologies compensation programs are industry competitive and are designed to reward and recognize performance. As a Stratycon Technologies team member, you will receive regular reviews and may receive annual merit increase based on your performance.

03. Your first 90 calendar days from the Date of Joining Stratycon Technologies will be considered a Learning Period. However, based on the assessment of your performance during the Learning Period, Stratycon Technologies, at its sole discretion, may extend your Learning period to a maximum of 180 calendar days. During your Learning Period, you can terminate your employment with a 15 day prior written notice. Stratycon Technologies can terminate your employment with 15 days notice or pay in lieu of notice during the Learning period. When you successfully complete your Learning Period, your employment with Stratycon Technologies will be confirmed.

04. Upon expiry of the Learning Period and consequent confirmation as a Stratycon Technologies employee, you may resign from Stratycon Technologies with a written notice period of one (1) month. Shortfall in the notice period may be adjusted with equivalent salary at the sole discretion of Stratycon Technologies. Similarly, Stratycon Technologies can terminate your services without assigning any reasons whatsoever by giving a similar notice in writing or by giving 1 month salary in lieu of notice.

05. We wish to make your transition to Stratycon Technologies as smooth as possible. Two critical components in such a transition are your pay and benefits coverage. In order to ensure that you receive uninterrupted continuance of your salary and benefits during your transition, you are required to submit various documents as detailed in **Annexure 'A'** for our records on or before joining Stratycon Technologies.

06. Your offer and employment with the Stratycon Technologies is subject and contingent upon the successful completion of the background verification checks to the satisfaction of Stratycon Technologies.

07. Your appointment at Stratycon Technologies will require you to be bound by the prevailing code of conduct, as well as other company policies, procedures and guidelines in relation to your personal and professional conduct that are communicated to you from time to time. Further, this offer confirmation is contingent upon receiving satisfactory feedback on reference checks conducted by Stratycon Technologies.

08. New team member induction takes place at the Stratycon Technologies. At induction you will learn more about Stratycon Technologies, our fast fun and friendly culture, our competitive benefits and our company policies. You will also have an opportunity to meet new team members like yourself and senior leaders that set the direction for Stratycon Technologies.

Annexure – A

Note: Please submit photocopies of below-mentioned documents.

- **Educational Certificates**
- **Experience Letter (If Applicable)**
- **Passport Copy**
- **PAN card**
- **Three passport size color Photographs**

Annexure B

Monthly Emoluments	Monthly	Annualized
Basic	8,860.00	106,320.00
House Rent Allowance	4,430.00	53,160.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
CCA	3,987.00	47,844.00
Special Allowance	4,873.00	58,476.00
Gross Salary	25,000.00	300,000.00

Welcome to Stratycon Technologies!! We look forward to seeing you soon.

Yours Sincerely,
For Stratycon Technologies,


Nithya M,
HR Manager – Human Resources



This Offer is accepted by me

Name:

Signature:

Date: