



TO: Ashwin Ingle (EP5801)
FROM: Shubhra Nerurkar
DATE: May 7, 2025
SUBJECT: Performance Improvement Plan

During the past few months from March 2025 and 14th April 2025 to till date, it has become increasingly evident to your supervisor and further escalation to HR, that you have not been performing your assigned work in accordance with what is expected of a software developer.

Specially on 14th April 2025 in spite of providing steps to upgrade tech stack the task was not achieved with desired outcome. On 21st April 2025 and 23rd April 2025, the status of task was not shared in spite of multiple reminders, you were counselled about this unacceptable performance. To date, there has not been sufficient improvement. The company values you as an associate, and it is your leadership team's intent to both make you fully aware of this situation and assist you in improving your work performance.

You are being placed on a written performance improvement plan for next 15 days i.e., till **May 22, 2025**. Your work will be closely monitored by your leadership team. You must demonstrate immediate improvement in the following areas:

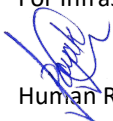
1. You are required to complete your tasks within the specified timeframe.
2. You are required to provide a daily update on the status of your tasks by the end of each day.
3. The output does not meet expectations based on your actual experience and needs improvement

Your reporting manager Shubhra Nerurkar and team leader Mahesh Nadkarni will review your progress on each of the above items requiring improvement on a regular basis. We trust that in so doing, we can guide and assist you in meeting the objectives of the plan.

Improvement must occur immediately and must be maintained. If any portion of this improvement plan is violated at any time during the specified timeframe or any other offense or violation of policy occurs, further disciplinary action to include separation from the company may result at the end of your performance improvement plan with immediate effect. Additionally, a decrease in performance after successfully completing the improvement plan may result in separation from the company without the issuance of another warning or improvement plan.

As always, the Open Door Policy is available for you to discuss any concerns.

For Infracsoft Technologies Limited



Human Resources