



ETERNAL INFOTECH

Dated: 12-February-2015

Mr. R.Bhargav,
D.No:2-142,
Dhanimeerreddy Street,
Narsipatnam,
Visakhapatnam,
Andhra Pradesh 531 116.

Re: Offer of Employment

Dear R.Bhargav,

This refers to the review of your resume submitted to us and the subsequent Interview we had with you in person on **6th Feb 2015**, With **Eternal InfoTech**, is pleased to offer an employment to you. This letter details the job title; Responsibilities and remuneration offered to you as well as sets Forth-general terms of your employment.

We have pleasure in informing you that you are being appointed as **SOFTWARE ENGINEER** in our company with effect from the date as mentioned below. The following terms and conditions along with the personal policies of the company.

Date of joining:

Your appointment will commence from on or before **2nd March 2015**.

Compensation Details:

Your gross salary will be **Rs. 3, 60,000.00** per Annum.

The company shall at its discretion, adjust; withdraw the special allowance amount at any time, including when the company is required to make payment under any statute (such as payment of Bonus Act etc.) you will participate in the company provident Fund Scheme as Applicable.

Probation:

You will be on probation for a period of four months from the date of joining. This period may be extended at the discretion of the company. On satisfactory Completion of your probation your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. During your probation you will not be entitled to leave with pay. Or to other privileges or benefits or any other payments, which may be allowable to the company's permanent staff. During the period of probation either party giving the other party one-month's notice may terminate your services at any time without assigning any reasons.



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Code of Conduct:

Eternal InfoTech has the standard for ethical business conduct and as part of your employment, you will abide by all the rules and regulations of the company, including the personal conduct guidelines in force from time to time, which you have deemed to have read, understood and agreed to. The company has the right to vary or modify the said rules and Regulations/Guidelines, or all or any of the terms and conditions of your appointment at any time, which will be binding on you, in the former case. Upon such variation or modification being made, and in the latter case, or giving such variation or modification.

Transfer:

The company may transfer your services in such capacity as the company may, from time to time, determine to any of our branch offices in India, and required such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of our services. Consequents to such transfers you will be governed by the terms and conditions of service as applicable to your cadre in the new place of employment.

Reviews:

Your salary and other benefits and prerequisites will be reviewed from time to time at the discretion of the company. Your increments in the grade will be subject to and on the bases of effective performance and results.

Positions:

Your position is a whole team employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part time) without the permission of the company.

Past Record:

If any declaration given or information furnished by you to the company prove to be false or if you are found to have willfully suppressed any material information, or found misappropriation or misbehaving while representing at the client side you will liable to be removed from the services of the company without any notice or compensation what so ever.

In view of your efforts you must effectively perform to ensure results and in providing solutions and you are expected to put in your best all times. You will be required to under take travel on company work and you will be paid travel expenses for this as per company rules.

You will not any time without be return consent of the company disclose or divulge or make public except on legal obligations any information regarding company affairs or that of its clients or administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise.



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Fidelity Clause:

You undertake and agree that expert with the prior written consent of the company, you shall not, during the subsistence of this agreement and for a period of one year. They're after, whether, directly or indirectly and whether alone or in conjunction with, or on behalf, of, identical, similar or identical completing with the business or the business being or that will in future be carried on by the company in any manner whatsoever.

Protection of Interest:

If your conceive any new or advanced methods of improving / formulae / systems in relation to the operation of the company, such development will be fully communicated to the company and will be and remain the sole right/property of the company.

Notice Period:

After confirmation, this contact of employment is terminable by either party giving one moth notice, either party is not bound to give any reason thereof. On giving such notice, you will immediately return to the company all documents, correspondence, specifications, books, accessories ETC of whatsoever nature in your custody or charge and obtain clearance from the relevant persons, on production of which alone will the company settle what are due to you. The company reserves the right to pay or recover salary in lieu of notice period. Further the company may it's discretion relieve you from such date as it may deem fit even before type expiry of the notice period.

Acceptance of Offer:

Please confirm your acceptance of this letter by signing the duplicate and returning the same to the undersigned.

The above terms and conditions are subject to the company policy.

Best regards and wishes for a long and successful career with us.

Yours truly,
For **Eternal InfoTech**

R. Narish

HR Manager

