



(Strictly Private and Confidential)

Ref No: OFR/NOI/092

Date: July 28, 2022

Employment Offer Letter

Dear Jatin,

This is with respect to your application and the subsequent rounds of interviews held with us. We're delighted to extend this offer of employment for the position of **Senior Software Engineer** with Sparx IT Solutions Pvt. Ltd. Please review this summary of terms and conditions for your anticipated employment with us.

- 1- **Proposed Joining Date:** You are required to report to duty at our office premises on **July 28, 2022**.
- 2- **Salary:** Your CTC will be **INR 6,36,000 LPA** per annum subject to tax, and or with holdings as required by the law and applicable deductions in accordance with the policies of the company. The detailed break up shall be given in your appointment letter.
- 3- **Probation period:** You shall serve on a probationary period of 3 months from the date of joining. At the end of the probation period, your performance will be reviewed by your reporting manager on basis which, either you will be confirmed, and confirmation letter will be issued to you by the company or with a week's notice (at any time during probation period) your services will/can be terminated from the company. The company may also decide to extend the probation period (for the period desirable by the management of the company) based on your performance and the company's requirements.
- 4- In case of any such termination as mentioned in the immediately preceding clause full and final settlement shall be done after 30-45 Days from the last working day in the company.
- 5- The company will do a reference check based on the references provided by you and with your previous employers and any negative reference check report might induce the company to withdraw this offer letter at its sole discretion.
- 6- **Notice Period:** During the period of probation, the employment is terminable without any notice period. However, in case you decide to leave your services, it requires advance written notice of 30-90 days depending upon the experience, and at the sole discretion of the Company.
- 7- **Appraisal:** Performance reviews are done annually, and increments are therefore granted on merit as per the company policy in force. You will be eligible for the first appraisal and salary hike on completion of your first-year employment with the company or the falling cycle as per company policy.



Sparx IT Solutions Pvt. Ltd.

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