



# SOLOMONS INT TECHNOLOGIES

PRACTICAL WISDOM AT WORK

ETERNAL CORPORATE SERVICES, LEVEL-2, R.R. PLAZA, PILLAR NO.42, HITECH CITY RD, MADHAPUR, HYDERABAD – 500081 PHONE: 040-65306060 • WWW.SOLOMONSINT.COM

## Job Offer Letter

Date: 13<sup>th</sup> September 2019

To,

**Mr. Venkat Narasimha Dasari**

We are pleased to offer you employment at **Solomons Int Technologies Pvt. Ltd.** We feel that your skills, background and experience will be valuable assets to our company.

As per our discussion, the position is **Application Developer**. Your start date will be earliest possible day but no later than 23<sup>rd</sup> September 2019. Timings will be from 8:00 AM to 5:00 PM EST, Monday to Friday; and will be reporting to our management team at Hyderabad, India and US.

### Salary Details:

**Salary: INR 3,30,000 /-Per Annum**

### Job Responsibilities:

- Develops and maintains software applications and integrates software components with external systems via webservice into a fully functional software system
- Will work along with other developers or contractors to develop and deploy fully functional systems
- Utilize high-demand no-code platform that we partner with, to build applications: You will be trained on this platform
- Integrate AI functions such as Natural Language Processing with database applications
- Perform research on finding the latest tools and technologies to build efficient systems
- Work on Chatbot/NLP(Natural Language Processing) enabled systems and have them integrate with database applications
- Able to research, evaluate the suitability and utilize Open Source systems
- Build Process Mining related systems and ability and willingness to learn and apply newer technologies
- Troubleshoots basic software issues
- With general supervision, develops, documents, maintains and unit tests code by utilizing software development environments and programming languages
- Performs troubleshooting of defects; Collaborates with others to propose solutions to problems
- Follow project plans and strive to meet schedule dead lines
- Assist in the specification and maintenance of software requirements
- Receives guidance and instruction from more experienced resources



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## **Attitude**

- Willingness to Learn
- Quest for Knowledge
- Attitude to go-extra mile
- Focused and Career Oriented

## Employment Terms and Conditions:

- Your salary is contingent upon the service that you bring into the company and will be adjusted based on your Quarterly performance evaluations.
- Each month evaluation of your performance and results will be conducted to ensure company and yourself are both benefited from your services. These evaluations may result in advice for improvements or termination in such improvements seems not possible.
- The rewards in recognition of your value-add to the company will be decided by the Sr. Management and Sr. Management will strive to provide best rewards possible depending on the revenue growth and targets achieved.
- While working with Solomons Int Technologies Pvt. Ltd, you should not use the company assets to work for any other company or organization.
- If Solomons Int Technologies Pvt. Ltd determines any such activity your employment will be terminated effective immediately.
- There will be formal performance evaluations end of each quarter and on-going ad hoc evaluations as decided by the CEO or Sr. Management.
- You must give 3 days' advance notice in case you need a planned leave. You will be given one day paid leave a month.
- You are free to leave the organization at any time with 1-Month notice and Solomons Int Technologies Pvt. Ltd can terminate your employment for performance or conduct reasons.
- Holidays: All major US holidays only. If local holidays need to be taken, they will be on unpaid basis.
- When there is a need, you are expected to work overtime and this equivalent time will be compensated with time off at another time.

## Late comings:

- The Company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day marked as absent for every three late marks.
- Unauthorized absence or absence without permission from duty for a continuous period of 3 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.

## Secrecy/Confidentiality:

- You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on

HEAD OFFICE: LANSDALE BUSINESS CENTER, SUITE # 135, 650 NORTH CANNON AVENUE, LANSDALE, PA 19446

PHONE: (215) 853-8561 • FAX: (215) 565-2509 • WWW.SOLOMONSINTERNATIONAL.COM



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your part may result in legal action against you and the person to whom the information was divulged.

### Restriction on Personal Use:

- Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and / or legal action for misdemeanor as deemed fit by the company. You may be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

### Appointment in Good Faith:

- It must be specifically understood that this offer is made based on your proficiency on technical/ professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standards set by the company, the company shall have the right to terminate your services without giving any notice not withstanding any other terms and conditions stipulated therein.

We look forward to welcoming you as a new employee at Solomons Int Technologies Pvt. Ltd and in meeting the challenges and rewards that lie ahead.

Your Sincerely,

Vamsi Krishna S  
Managing Director  
Solomons Int Technologies Pvt  
Ltd E: [tom.seal@solomonsint.com](mailto:tom.seal@solomonsint.com)