



Trigent Software Private Limited.,

Khanija Bhavan, 1st Floor,
49, Race Course Road,
Bangalore – 560 001.

18th July 2024

Mr. SK Hapijul Hossen
Bangalore
Karnataka.

Dear Hapijul,

We are pleased to engage you as **Trainee – Software Engineer** for the period of 12 months starting from 18th July 2024. You will be paid a Salary of **Rs. 33,333/-** (Rupees Thirty Three Thousand Three Hundred and Thirty Three Only) per month subject to tax as per Income Tax Act.

Annual Benefits

Medical Insurance (Mediclaim): You will also be entitled to Medical Insurance on hospitalization to the tune of Rs. 2,00,000 per annum for self, spouse and children. The details of the scheme are available with the HR department.

The terms of the engagement are set out below:

1. You shall not, either during your engagement with the Company, or thereafter divulge to any persons whatsoever any formulae, processes, methods, machines, composition, ideas or any other information concerning the business of the Company or any of its dealings, transactions, or affairs of the Company which come to your knowledge during the course of your employment or use any of the same for your benefits. In this regard you will sign a **Non-Disclosure Agreement** separately prior to commencing the performance of any of the Services.
2. Any invention, improvement or designs conceived by you which is within the existing or contemplated scope of the business of the Company shall become the Company's exclusive property. For the purpose of this section the expression "The Company" shall in addition to Trigent Software Limited, mean and include any firm, person or Company subsidiary to or affiliate of the Company.
3. The company retains its right to extend your trainee period or terminate your services if found unsatisfactory. During the trainee period you may terminate the employment with or without cause by giving a notice of 1 month, at the discretion of the employer, you will be required to pay to the company, a sum not exceeding 1 months' basic salary as was being received by you at the time of the said notice, as compensation. In the same manner, if the company wants to dispense with your services without a notice or with a notice shorter than the stipulated 1 month's notice period, the company shall be liable to pay you 1 month's basic salary in lieu of the notice or the shorter notice, as compensation.

4. You will be entitled to one day of leave per month until you complete your trainee period. Any unclaimed leaves will not be carried forward once the training period is completed.
5. It is also understood and agreed that:
 - a. You will be governed by the rules and regulations of the company.
 - b. You will perform, observe and conform to such duties and directions and instructions given to you by the company and by those in authority over you;
 - c. Notwithstanding anything to the contrary contained herein, misconduct on your part, (such misconduct to be determined by the company) will entitle the company to terminate your services without any notice or payment in lieu of notice.
6. You have been engaged on the presumption that the particulars furnished in your resume and application for employment is correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some relevant facts, your trainee period with the Company shall stand terminated/ cancelled without any notice.

Please sign and return a copy of this letter as a token of acceptance of the same.

Yours truly,
for **Trigent Software Private Limited.**



Naveen Kumar S
Senior Director - Human Resources

Accepted:



SK Hapijul Hossen