



Letter of Appointment

Dear Santanu Biswas,
Welcome to **Alegra Labs**

I am pleased to offer you employment in the position of "Junior Programmer" with **Alegra Labs**. I am eager to have you as part of our team. I foresee your potential skills as a valuable contribution to our company and clients. Your appointment as "Junior Programmer" will commence on 01/02/2016.

As "Junior Programmer", you will be entitled to a monthly starting remuneration of Rs 18,000/- (Rupees Eighteen Thousands only), which indicates cost to company. Regular performance review will be conducted to assess your performance and suitability. Your salary and designation will also be reviewed from time to time.

You shall receive your payment on or before the 7th day of every month. Leave and other company policies are available in our EMS. A hard copy of company policies is also provided to you. These policies are reviewed and posted in our EMS from time to time by the management of **Alegra Labs** for your benefit. You shall abide by the terms and conditions of the standing orders and the rules of the company as in force from time to time.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining **Alegra Labs** on the given date.

I am looking forward to working with you.

Appointment Accepted by:

Sincerely

Mr. Santanu Biswas

Jay J. Das,
Managing Director, Alegra Labs
Date:01/02/2016