



Sub: Offer letter

Dear **Shaik Abdul Habeeb**,

Date: **12/12/2022**

Congratulations! I am pleased to extend the following offer of employment to you on behalf of **QualStream Pvt. Ltd. (India)** in collaboration with **AlphaQual Technologies (USA) & ALStream Tech (USA)**.

We were all very excited to meet and get to know you over the past few days. We have been impressed with your background and would like to formally offer you the position of **Associate Software Engineer**. It is intended for you to commence your employment on **13th December, 2022**.

We believe that your knowledge and skills would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of **QualStream Pvt. Ltd.**

Please read through this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

You will be employed on the terms and conditions in this agreement, in the role of **Associate Software Engineer**.

In addition to any duties allocated by the employer from time to time, your position will be involving the duties set out below:

- Assisting the development manager with all aspects of software design and coding.
- Attending and contributing to company development meetings.
- Learning the codebase and improving your coding skills.
- Writing and maintaining code.
- Working on minor bug fixes.
- Monitoring the technical performance of internal systems.
- Responding to requests from the development team.
- Gathering information from consumers about program functionality.
- Writing reports.
- Conducting development tests.

Location:

- V. V's Vintage Boulevard, Office #205; Second Floor, H. No: 6-3-1093; Raj Bhavan Road; Somajiguda; Hyderabad - 500082.

Hours of Work:

- a) As a full-time employee you will be required to devote substantially the whole of your time and attention during the employer's ordinary business hours to the performance of your duties under the agreement. You will be working from **5:30 pm IST to 3:00 am IST**.



- b) You will not be entitled to receive any remuneration for work performed outside of the hours referred to in sub-clause(a) above

Salary and Benefits:

- a) You have been hired on a base salary of Rs 25000 CTC
- b) During first two months i.e., your probation period your salary will be Rs. 20,000 in hand
- c) After completing the probation period, you are entitled for a bonus package of 4.80LPA

Leave:

- a) You will be entitled to annual and along service leave in accordance with the applicable laws and the leave policy of the company.

Company Policies:

- a) You agree that the Employer's policies, as amended or replaced from time to time, shall be binding upon you but shall not form part of the employment contract.

Confidentiality and Intellectual Property:

- a) You agree that you will not divulge any of the confidential information or trade secrets of the Employer to any person, whether during or after the termination of your employment.


Termination:

- (a) During your employment, either party may terminate this agreement by providing written notice of 1 month (or payment in lieu of notice) to the other party.
- (b) Notwithstanding sub-clause (a) above, the employer may terminate this agreement by notice
- (c) Minimum of 1 month notice period needed if you decide to resign from QualStream Pvt.
- (d) Absconding – Any employee failing to report for duty without any prior notification for more than three working days will be considered as absconding and will be terminated immediately. Full and final salary settlement will not be done and the employee should return to the company whatever is owed by him/her.

Acceptance:

Please indicate your acceptance of this letter of offer and the terms of your reemployment contained herein (page 3) by signing and returning the enclosed copy of this letter to the employer

I, **Shaik Abdul Habeeb**, accept and agree to the terms of conditions of employment contained in this Letter of Offer and agree to be bound by them.

Signature: 

Date: 13-Dec-2022



Note: This offer is contingent upon the following verifications,

1. Submission of joining documents which will be verified by the HR Team before joining date of the candidate
 - Offer letters or increment letters from the previous companies
 - Relieving letter
 - Last 3months pay slips and bank statements demonstrating the salary credits
2. Encouraging or appreciating background verification from the previous organization HR within 10 days of joining
 - Performance review will be due every quarter.
 - TDS Subject to relevancy.

Please share scan copy of following documents at the time of joining,

1. Passport size photographs.
2. Educational documents [**SSC, Intermediate, Graduation and Post-Graduation**]
3. PAN copy
4. Address proof – any of these [**Passport/ Driving License/ Aadhar Card/ Voter Id**]

Thanks & Regards,

Baraira Syed
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