

Sunbeam Infocom Pvt. Ltd.

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SUNBEAM
INFOCOM PVT. LTD.

Date: June 01, 2015

To,
Mr. Nikhil Rajendra Bhoyar
Plot No. 95, Ayodhya Nagar,
Near Sai Mandir,
Nagpur 4400024

Subject: Offer of Appointment as "Trainee Software Engineer".

Dear Mr. Nikhil Rajendra Bhoyar,

This is with reference to your application for the post of "Trainee Software Engineer" at our organization and subsequent interview held at company premises.

We are pleased to inform you that we have decided to make an offer to appoint you as "Trainee Software Engineer". You will be on a probation period of six months. On successful completion of your probation period you shall be eligible for confirmation depending upon your performance. Your appointment will be governed by the following terms and conditions.

1. During your probation and employment with us you will be entitled to pay and allowances ₹ 13030/- as given below.

Basic	: ₹ 5850/-
D.A.	: ₹ 2500/-
HRA	: ₹ 1170/-
Conveyance	: ₹ 1170/-
Other Allowance	: ₹ 2340/-

Gross Remuneration : ₹ 13030/-

Company Contribution to PF	: ₹ 1002/-
Gratuity Provisions	: ₹ 348/-

Monthly Incentives	: ₹ 0/-
Monthly CTC	: ₹ 14380/-
Annual Bonus/ Ex.Gratia	: ₹ 8350/-*

Annual CTC	: ₹ 180909/-
Eq. Monthly CTC	: ₹ 15076/-

*Payment of Bonus/Ex Gratia shall be dependent on Company performance and eligibility as per act.

2. You will be entitled to reimbursement of travel fare and other allowances (as per your grade) subject to submissions of bills, whenever you are on an official duty.
3. Your place of posting will be at: Sunbeam Infocom Pvt. Ltd. Karad
4. You are liable to be posted at the discretion of the Director to serve at any of the company's offices/units/projects, anywhere in India or abroad.
5. Your appointment will be governed by Rules and Regulations and such other Administrative orders and policy guidelines as may be in force and made applicable to you from time to time.
6. In case you wish to resign, you will have to give not less than one month's written notice to the management.
7. If you stay away from work for a continuous period of 15 (fifteen) days or more (including your absence when you have applied for leave but not granted) or if you overstay your sanctioned leave for a period of 15 (fifteen) continuous days, then it will be assumed that you have discontinued your services, in such cases of unattended absence the right of condonation of the absence shall rest with Managing Director. Your continuation in our employment is subject to your being remaining medically fit to work in the unit
8. Your appointment is subject to satisfactory verification of your character and antecedents.
9. Rights in respect of all intellectual property created at Sunbeam through the efforts of the members vest in Sunbeam and no member is entitled to any type of ownership claims.
10. Please also note that the salary / remuneration structure of the Organization may be altered / modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered /modified from time to time. Further, salary, allowances and all other payment / benefits will be governed by the Organization's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
11. Your remuneration package is strictly confidential between you and the Organization and should not be discussed with any one nor divulged to any one in any manner whatsoever.
12. During the employment of the Organization, you will, at all times, observe secrecy in respect of any technical, trade or business data, customers' names / business details or any other information that might come to your knowledge or possession, which according to the Organization necessarily confidential and form valuable property of the Organization. You shall not disclose nor cause the disclosure of any such data in any manner whatsoever. You will be also responsible for protection and furtherance of the Organization's best interests at all times, including after you cease to be on the Organization's rolls. In addition, during your Organizations services, you are expected not to take up employment or enter into any type of business/commercial association with any of the Organization's clients or their associates.
13. You are required by the Organization rules not to undertake any employment or enter into any other type of association anywhere else, even on part-time basis whether for any consideration or not

without prior permission of the Director. Contravention of this will lead to termination of your services from the Organization without any notice, with no liability on the part of the Organization for payment of any compensation in lieu of such notice.


14. The working hours applicable to you will be the same as are observed depending upon your place of posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the Organization's/Client's work requirements.
15. Your service also will be governed by the terms & conditions mentioned in the appropriate security bond.
16. JOB SPECIFICATIONS: As per **Appendix 'A'**.

You shall resume your duties on or before June 1, 2014.

We welcome you to our Organization and look for a long and happy association.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy (attached) to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages.

Regards


Prashant N. Papal
Manager Finance & HR

01 Jun. 2015
I HAVE READ AND UNDERSTOOD THE ABOVE TERMS AND CONDITIONS OF MY APPOINTMENT AND UNDERTAKE TO ABIDE BY THEM UNCONDITIONALLY.

Signature: 

Name: *Nikhil R. Bhoyar*

Date: *01/06/2015*

APPENDIX 'A'

Name of the Employee : Mr.Nikhil Rajendra Bhoyar

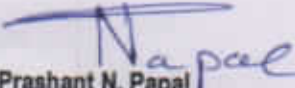
Designation : Trainee Software Engineer

Reporting Authority : Mr. Prashant Lad

Duties & Responsibilities

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1. Lab Support for Full time / Part time courses at Karad & Pune
2. Software Development/Testing/Maintenance & work related to IT Services
3. Teaching part time/full time courses at Karad / Pune
4. Development of software utilities/ assignments as per the requirement of Training unit
5. Additional activities whenever informed by Head of the department related to Organization.
6. Organization.


Prashant N. Papal
Manager Finance & HR

01 Jun 2015