

Date : 28th July 2023

Mr Om Rane

Subject –Letter of Appointment as Software Engineer Trainee

Dear **Om**,

Welcome to **Swabhav Techlabs Solutions Private Limited & Monocept.**

This is to confirm that we offer you assured placement as a Trainee-Programmer at **Nexsales Solutions at the end of the Enterprise Solutions Web Developer Course at Swabhav Techlabs.**

1. Composition and Benefits:

- i. As compensation the company shall pay you a fixed compensation of **INR 4,30,000** per annum.
- ii. You'll be on a training period for 6 months post which you'll be inducted as a **full stack Engineer at Nexsales Solutions Pvt Ltd**
- iii. Your probationary period of 3-6 months will begin after your successful induction
- iv. You shall be eligible for leaves, reimbursements, and allowances etc. as per company policies.
- v. The company (**Nexsales**) shall be entitled to make deductions from your salary and compensation for Income tax or any other tax levied by the government to be deducted at source, recovery of advances or for adjustment of over payment, deduction in salary due to unauthorized absence from duty or any other legitimate deduction.
- vi. Compensation will be reviewed at the sole discretion of the company (**Nexsales**) and shall be based on satisfactory performance of the employee.

2. Probation and confirmation

You will be on probation for a period of Three – Six months from the date of joining. On successful completion of your probation, you will be confirmed as a permanent employee.

3. Other terms and conditions

The student would be placed, as trainee for the first three-six months and then subject to performance would be confirmed as Permanent employee.

Minimum Work Period: Candidate agrees that the Role and Areas of Knowledge required to perform duties, warrant necessary training to Candidate from (**Nexsales**) and substantial investment of Time and Efforts to help him/her perform the role.

Discontinuing services from Candidate's side would result in substantial losses to
Hence Candidate agrees to work for a minimum period of **Two years after the probationary period.**

- Have at-least 90 % attendance in the training
- Complete all assignments and periodic assessments
- Score at-least 70 % aggregate in all the assessments
- Abide by all the disciplinary rule and regulations
- Student will have to provide security bond (as per prevailing HR rules at the time of joining).
- After completion of Course, the Company (**Nexsales**) shall proceed with joining formalities.
- In case, there are changes in Terms and Conditions with reference to Location, Role, Technology etc. and the same is not acceptable to the Student, Swabhav Techlabs shall not be responsible for the same.

4. Resources

- Students will use their own laptop and Study material during the lecture.
- Swabhav Techlabs will not be responsible for any hardware and software problems.
- Upon failing to adhere any of the rules mentioned above, the company reserves the right to not issue any Certification or Placement.

5. Bond

Not complying with either or all of the above clauses would lead to a legal action taken by the organization. The subjected student would also be asked to pay the sum of Rs. 100,000 additionally due to non-conforming of the said agreement.

You are requested to sign the duplicate copy of the appointment letter as acceptance of the terms and conditions of appointment.

Welcome once again and here is wishing you a great tenure and career with Swabhav Techlabs

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Sincerely,

Signed & Accepted

Signature:

Name: **Om Rane**

Date: 28th July 2023

Aditi Talsania
HR Associate