

Mr. Ratikant Dhal,  
Qr.BI/34, Basanti Colony  
Rourkela, Odisha - 769012

Date: 6<sup>th</sup> December, 2019

**RE: CONDITIONAL OFFER OF EMPLOYMENT – SOFTWARE ENGINEER**

Dear Ratikant,

Following our recent interview discussions, we are delighted to offer you the position of **SOFTWARE ENGINEER** with **CAMSDATA TECHNOLOGY INDIA PVT. LTD.** You will become part of a fast-paced environment, working alongside our dedicated team to deliver exemplary services to our clientele.

As part of a team that delivers outstanding quality and results, we'd expect no less of your commitment in this regard. In addition, we expect your personal accountability in all the services, actions, advice and results that you provide as a representative of **CAMSDATA**. **CAMSDATA** is committed to providing you with every opportunity to learn, grow and enhance your skills to your utmost ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions of the offer.

1. The value of your annualized Cost to company (CTC) will be **INR 800000**. The details of your CTC break-up are enumerated in Salary Annexure. The company will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable laws and regulations. The company shall also have the right to vary, amend and modify any item of the salary package including the benefits as per the company policy and procedures and as per any law prevalent in the country. Your joining date of the organization is on or before **9<sup>th</sup> December, 2019**. You will be designated as "**SOFTWARE ENGINEER**" and will be based at **PUNE**.
2. You will be on probation for a period of six months from your Date of Joining the Company. You will be deemed to have completed the probation period, subject to:
  1. The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
  2. Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization
3. Your appointment is being made based on the information furnished by you to the company and in case any information as given by you is found false or incorrect or by committing any act amounts to loss of confidence etc, your appointment will be deemed void into and liable for termination without any notice or salary in lieu of such notice. In such eventuality, the management can recover the payment made to you towards remuneration during employment.
4. Your duties will include for efficient, satisfactory and economical operation in responsibility that may be assigned to you from time to time.
5. The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.
6. Employees who do not complete their probation would not be eligible for promotion, salary increase or incentive payments. Such benefits would be held back till the successful completion of probation
7. Your increments/incentives/promotion will depend at the sole discretion of the management depending upon your efficiency, intelligence, rating in the performance review, client feedback, regular attendance, sense of discipline and good behavior and subject to the prosperity of the organization.

2019/12/11 09:26