



Head Office Canada:

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Oct 04 , 2014

S Pavithra  
D/O B.Sampath  
03/591 2<sup>nd</sup> Street  
Padappai,  
Kanchipuram (Dt)  
India – 601 301  
Phone :

Dear Pavithra S ,

On behalf of Keshava Technology Inc., North America Corporation, I am pleased to offer you the position of Web Development Trainee, reporting to **Mani Nagappan** with a start date of **October 06<sup>th</sup>**, 2014. As Keshava Technology continues to prosper, we are confident that your efforts will contribute to our success.

Initially you will be on probation for a period of 3 months and your salary will be revised after that. You will be deemed to be on probation till confirmation of services in writing. During Probation you will not be having any paid Leave.

Your primary location of work will be **CHENNAI**, India and locations may change based on need of our business. If needed you also have to travel abroad with a notice of 30 days.

Your compensation and benefits will Consists of the components discussed below.



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Pavithra

You will be paid an half yearly base salary of Rupees 36,000 (Thirty six thousand) and an annual Benefits will be Rupees 5,000 as mentioned in Offer Letter in the company. Your base salary will be paid to you accordance with company's current payroll policies, and will be subject to customary deductions and with holdings as per law. Details of salary as follows

Basic	2500
HRA	1500
Conveyance	1000
*Medical Allowance	1000
*Night Shift Travel Allowance	1500 (Not Applicable)

**Monthly Salary (Gross) : 6,000**

Annualized Benefits:

Leave Travel Allowance:	3 000 (After 1 Year Completion)
Medical Allowance:	2 0 0 0 (After 6 Months Completion)

**Half Yearly Gross Salary: 38,000 ( Thirty Eight Thousand)**



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Pavithra, After 1 year you will be entitled to 10 days of paid vacation, in accordance with existing Company policies for paid time off.

This Offer is also Subject to a review of any outstanding agreements and restrictions upon your activities, including any non-compete agreements you may have signed with the former employer. If the Company concludes that any such restrictions are such that it would choose not to employ you during the period of such restrictions, this offer or any period of employment may be revoked and /or terminated.

The forging terms supersede any prior discussions, oral or written, which we have related to your employment and other matters discussed in this letter. Additionally, it is understood that, from time to time, the Company reviews its benefits, policies and practices and may alter or change them at it's discretion.

**For Exit of Company** during and after the probation you have to give 30 Days of Notice to the Company through written to your supervisor. Commitment of One Year is Must every person who joins company who have less than 2 Years of Experience. Company has right to get the liquidation damage if you are exiting the company before one year against Law. Company has right to exit the Employee with non performance or could not allocate projects to client project with a notice period of 10 days. As of now your Work location will be in our Company in Chennai as below.

**Keshava Technology Inc  
305, D-block, North Wing,  
Tidel Park  
Rajiv Gandhi Salai,  
Taramani  
Chennai – 600 113  
Tamilnadu, India**

If you have any questions regarding your Offer, Please contact your recruiter and HR Executive, Mani Nagappan at 8870667014



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Pavithra, We are delighted to have you join us. If all terms are acceptable to you, please sign and date the original and the enclosed copy of this letter. Return the Original to the Company, and retain the copy of your records.

Mani Nagappan

Employee Signature

HR – Keshava Technology Inc

Pavithra S

Date:

Date: