



Cygnus Softtek (I) Pvt. Ltd

Soc. de Respons. Limitada
Calle 14, Zona Industrial, San Juan, P.R.
Phone No. - 787-412-4100

Date : 01. August, 2012

To : Mohamed Mawad

Sub : Appointment Letter

Further to the interview you had with us, we are pleased to appoint you as **Analyst, Technical Programmer** with our organization effective from **August 01, 2012** under the following terms and conditions.

1. Training Period

- By signing the agreement you are under contract for 24 months from the training period and commencing to work with us for the same period. You will be on training for a period of 6 months effective from **August 01, 2012**.
- On your successful completion of the training period as described above, you may be considered for employment with the company if it is found that your performance is satisfactory during the training period, in the view of the management and you will be moved into production for a period of nine months.
- During the course of your training employment, the company reserves its right to terminate your services any time without assigning any reason or compensation thereof. You are also eligible to resign from your job after giving three (3) months notice to the company in writing, once your minimum service period of 24 months from the date of joining the company has expired in terms of your service contract with the Company. You hereby agree that failure to provide such notice will jeopardize the normal functioning of the company resulting in severe monetary damages and harm the reputation of the company as well. If you fail to provide such notice, the company will pursue legal action against you to recover the damages caused by your sudden departure without providing the notice as mentioned in this offer letter. Optionally, the company at its sole discretion and based on the circumstance may ask you, based on your request, to pay three months salary instead of three months notice period.

2. Place and Time of Work

- As your present place of work will be in **Camden, Missouri**, you may be required to travel to various places as the company may require you to do so for execution of various works of the company. As a future date, the company may transfer your job to such other places where the company may have an office, without affecting your terms of employment and remuneration therein. While stationed at a particular place, if you are required to travel for the work of the company, you will be eligible for traveling allowance etc., as per the rules of the Company.

3. Compensation and Employee Benefits

- During the training period you will be paid consolidated pay of **\$6,120.00** per month. During the probation period you will be paid consolidated pay of **\$6,120.00** per month.
- On confirmation of your employment, you will be placed in a suitable grade as decided by the management.
 - Your salary after confirmation is based upon your performance.
 - Bonus or incentive is paid based on company performance and your performance towards the goal of the company and paid once a quarter at the end of follow quarter contingent upon your current employment with the company.
 - Tax on your salary will be deducted at source as per prevailing Income Tax rules.

M. Mawad