

**Ref No:** HRD/117960/2026

**Date:** 24th February 2026

**Shraddha Sachin Sadavarte**  
**Narhe Pune**

## **OFFER LETTER**

Dear **Shraddha**,

Here are the terms and conditions of your employment with **LiteCode Software Pvt. Ltd.**.

**1. Date of Joining**

You are required to join us on 12/01/2026 .

**2. Designation**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **software developer** with **LiteCode Software Pvt. Ltd.**. We take this opportunity to welcome you to **LiteCode Software Pvt. Ltd.** We value your abilities and believe you will find our work environment to be challenging and fulfilling.

**3. Location**

Your location of employment is Pune. You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

**4. Leave**

You are eligible for **21** working days of leave annually. Leave is credited on a quarterly basis.

**5. Salary**

Your Salary will be **Rs. 600,000.00**. The breakup of target annual salary is attached along with this letter.

**6. Termination of Employment**

You may resign from employment with the Company by providing notice period. You are expected to serve the Company diligently during this period of notice, in accordance with

all applicable Company policies. The Company may at its sole discretion waive all or part of the notice or allow you to pay in lieu of the notice. Any resignation would have to be accepted by the Company to become effective.

## 7. **Confidentiality**

You acknowledge, and are aware, that during the course of your employment with the Company you will come into possession of valuable information / technical know-how and proprietary information of the Company, including but not limited to current and future business information of the Company, its clients, suppliers or employees. You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of employment.

## 8. **Personal Taxes**

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

## 9. **Condition of Hire**

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by **LiteCode Software Pvt. Ltd.** is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice. You hereby warrant that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform the duties of your employment. You also warrant that you will be fully responsible for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not be concerned with such liabilities. You will be at all times maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company, you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary, you may be required to work in shift. Failing to do so can lead to termination of employment without notice.

## **10. Non-Completions**

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might come to your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company.

## **11. Company Policy**

The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice. We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you **LiteCode Software Pvt. Ltd.** Please do not hesitate to contact company official if you need any further assistance.

### **For LiteCode Software Pvt. Ltd.**

Authorized Signature

HR Manager  
**LiteCode Software Pvt. Ltd.**

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\*Company Confidential - This communication is confidential between you and LiteCode Software Pvt. Ltd.

## ANNEXURE - I

### COMPENSATION DETAILS

**Employee Name:** Shraddha Sachin Sadavarte

**CTC (Annual):** Rs. 600,000.00

**Designation:** software developer

HEAD	EARNINGS (Rs.)	DEDUCTIONS (Rs.)
<b>1. MONTHLY COMPONENTS</b>		
Basic Salary	Rs. 300,000.00	-
House Rent Allowance (HRA)	Rs. 150,000.00	-
<b>2. REIMBURSEMENTS</b>		
Conveyance Allowance	Rs. 30,000.00	-
Medical Allowance	Rs. 8,400.00	-
Telephone/Mobile	Rs. 12,000.00	-
<b>3. SPECIAL ALLOWANCE</b>		
	Rs. 99,600.00	-
<b>4. DEDUCTIONS</b>		
Professional Tax	-	Rs. 2,500.00
<b>TOTAL</b>	<b>Rs. 600,000.00</b>	<b>Rs. 2,500.00</b>

**Net Salary: Rs. 597,500**

(Rs. 597,500)