

Kolkata (INDIA)

Dear **Shidharth Anand**,

Date: 26/09/2022

It is my pleasure to inform the following offer as Part on behalf of Insponce Technology, further to the interview and discussions you have had with us. You are expected to start work with us on 27st September , 2022 at salt lake office but can be transferred to any of our branches as per company's requirement.

You are appointed to the position of **System Engineer** as internship **pre- employ** Back-end Infrastructure in this capacity, you will report directly to the Technology Head. As a "**Part System Engineer**" your starting monthly stipend will be Rs. 15,000/- (Fifteen Thousand Only) for 4 months as pre-employ excluding deductions after that you will be working as **System Engineer** executive as a permanent employment as per further discuss.

The shift timings will be based on process / project requirement as and when explained to you by your superiors but working hours will be of 7 hours a day through Monday-Friday and Saturday half day.

You will be on a probation period of four (4) months from the date of your joining the company, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.

During the probation period, if the employee may discontinue your services then you will inform before **15 days notice period** with appropriate reason.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per the policies of the organization. You shall receive your payments on or before the 5th of every month.

You will need to submit all self-attested qualification documents, residential proof, address proof, relieving documents and salary slip of last three months (if any), recent passport size photo (3 nos) on the date of joining.

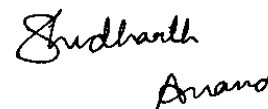
You are also requested to sign this letter, signifying your acceptance of the same, for our records. We look forward to an enduring relationship with you.

AUTHORISED


Arindam Gupta

SIGNATORY

Chief Operation Engineer

 **Insponce**
Shidharth Anand

26-09-2022