

S.r No. 373
Date 15/4/2024Candidate Name: VAIBHAV PATIL
Subject: OFFER LETTERDear Vaibhav

RAILWORLD INDIA PVT. LTD wishes to obtain your services as a **Software developer** on the assignment described below. This letter shall constitute an agreement between you and the Company under the given assignment.

Date of Joining: You will make yourself available for your service on Date 01/05/2024

This Employment is being signed between you and the company with a Surety Bond of 40,000/- Company will hold your Surety Bond throughout the year and will be refunded to you after completing a year in company. Therefore as per the norms you are the part of this organization from now. A decent package will be provided based on your performance. After completion and verification of documents submitted by you. Your training of **100 (working) days** will start from 01/05/2024. The training consists of a stipend amount of **12000-18000(performance based) per 30days (only working days)** which will be given to you at the completion of the **100days (working days)**. The amount of stipend will be directly credited to your account after completion of training.

After Training period: After completion 100 (working) days of training period you'll become the full time employee with an effective **CTC of 3,10,000- 4,15,000/-** in our company.

Joining Formalities: You have to submit all the necessary documents and I'd proof before the date of joining.

Term and Termination: This Employment shall become effective from Date 01/05/2024 unless extended by us in writing. Your employment in our organization shall be a probationary period of one year. If you wish to discontinue your services during this period then you forfeit the Surety Bond and no claim whatsoever will be entertained in this regard. By signing this letter of employment, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the company.

This Engagement is subject to the authenticity of your academics and other relevant information declared by you. Kindly confirm your acceptance of the aforesaid and return the same to us.

I hereby agree and accept the above terms and conditions and confirm my Joining on 01/05/2024.

With best Wishes,
From RAILWORLD INDIA,NAME- Vaibhav Dinesh Patil
SIGNATURE- [Signature]

(HR)



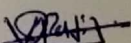
ANNEXURE

My greatest gratitude to Mr./Mrs.

1. The company follows a Training fee policy for new trainees under which the company will hold the 40000/-. This amount will be held with the company for a period of one year from the date of your taking up employment and payable to you in full upon completion of the above said period.
2. If you decide to resign from the company before completion of one year you forfeit the holding amount and no claim whatsoever will be entertained in this regard.
3. The company will provide you extensive training of 100 days and expects you to return the investment made on this training in the form of personal value addition to the company. The training materials provided to you are property of the company and confidential information. Carrying the materials outside the company or disclosing them to anyone other than employees of the company is a breach of trust and will result in immediate forfeiture of the holding amount and termination of employment without notice.
4. After completion 100 (working) days of training period you'll become the full time employee with an effective CTC of 3,10,000- 4,15,000/-in our company.
5. Spreading rumors, soliciting employees of the company for outside employment or coercing coworkers to leave the company is strictly prohibited and frowned upon. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.
6. **Reporting Time: 09:30 AM**
Accuracy is the first rule of reporting. Delay in reporting time will not be entertained. RAILWORLD INDIA PVT LTD. follows 5 days working Mon-Fri.
7. **Dress Code: Professional/Decent Attire**
We all belong to different background but we are working as a team under one roof, in respect to everyone please be dressed up in a way which suits to each eye. Your dress should include INDIAN/WESTERN formal.
8. **Relocation :**
This policy applies to all employees who are required by the Company to relocate from their current posting to any of their locations or branches in order to support that business. Relocation can happen within the same city / town or outside.
9. **Notice period: 30 days**
Notice period is meant to ensure completion of jobs already taken, transfer ongoing jobs, smooth transition and provide for time to get suitable replacement. Failing to fulfill this commitment and purely at the discretion of the employer, for any risk whatsoever, the employee will be required to serve the one month of notice period from the date of resignation.

Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below

I accept

Signature: 

Name Vaibhav Dinesh Patil

Date: 15/04/24.