



4th September 2019

Dear Vivek Soni,

We're delighted to extend this offer of employment for the position of Software Developer. Please review this summary of terms and conditions for your anticipated employment with us.

Start date

June 2019

Position

Full time Software Developer

Stipend

Rs. 3500 per month in your last semester

Remuneration (CTC) post training period

3.5 Lacs Rs per annum

Increment

After one year with minimum hike of 30%. There is no maximum limit to increment and depends on the performance and review of work done.

Payment terms

By 15th of every month. Increment after 12 months.

Learning potential

We are happy to help you advance your skills. The company is happy to pay 50% of the cost of any certifications or courses you want to do. Of course, this is subject to the nature of course and company finding it fit in its future vision.

Work Hours

Monday to Friday: 9 am to 7 pm. All Saturdays off. 1 paid holiday per month

Please note that if needed you will have to come on Saturdays. There will be no extra pay for that. But if you are required to come on Sundays or a public holiday, the company will compensate that against an unpaid holiday. The time of work can also be adjusted if need be, as per the requirement of client/project/USA Office. But the total work duration per day remains the same.



Privacy

You are required to respect the privacy of the company and its internal matters. At no stage should you share your work or discuss about your nature of work (beyond general mentions), out of office premises.

General Rules

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Termination

The first 3 months will be a probation period wherein the company can terminate you and you are free to leave the company with a weeks notice. After the probation period - there will have to be 60 days of notice period.

Bond Details

Bond Period: 2 years (starting post last semester training period)

Bond Condition: A cheque of 50,000 Rs will have to be submitted - **before the start of last semester**. This will not be deposited - unless the bond is breached.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 7th September 2019.

We will be delighted to have you in our team.

Sincerely,

Pratik Jain
Director, India Operations
Global Vox Inc.