

From  
InnoBoon Technologies (P) Ltd  
DC-23 4th floor, TIDEL Park (ELCOT-SEZ),  
Coimbatore, Tamil Nadu, India - 641014  
E-mail: [hr@innoboontech.com](mailto:hr@innoboontech.com)  
Website: [www.innoboontech.com](http://www.innoboontech.com)

Date: **December 03, 2025**

Dear **Yogalakshmi S,**

We are delighted to extend this official offer of employment for the position of '**Senior Software Engineer**' at InnoBoon Technologies (P) Ltd, based in Coimbatore.

Please find below the terms and conditions of this offer, which are based on our company's policies.

**1. JOB OFFER:**

- a. Your date of appointment is effective from the date of joining, which is **December 08, 2025**
- b. Please confirm your acceptance of this offer by email on or before the end of **December 03, 2025**
- c. Your probationary period will be 3 months from the date of joining. Your work mode will be Work From Office for 2 weeks of the probation period, and the notice period will be 3 months.
- d. Your primary mode of work will be Remote. However, you may be required to report to the office on a need basis, as communicated by the management.

**2. WORK TIMINGS:**

- a. Office timings would be **9:00 AM to 6:30 PM**
- b. We shall follow FLEXI-working hours with Core Hour: **10.30 AM - 4.30 PM IST**
- c. Working days: Monday-Friday.

**3. LEAVE DAYS:**

- a. 12 days of General leave per year
- b. 6 days of Privilege / Earned leaves per year
- c. 10 days per year – Holidays

Total daily working hours are flexible as long as the core hours mentioned are maintained. But it is important that at the end of every month, the total efforts logged should be (number of working days \* (8.5 hours Work +1 hour lunch & breaks)). Detailed policies will be shared at the time of onboarding.

#### **4. COMPENSATION & OTHER BENEFITS:**

- a. Your CTC will be **INR 11,50,000** per annum.
- b. Employee medical insurance will be provided as a benefit in addition to the mentioned salary after the probationary period.
- c. The salary will be credited on the 1st of every month.

| EARNINGS             | MONTHLY              | ANNUALLY                |
|----------------------|----------------------|-------------------------|
| Basic                | INR 37,553.33        | INR 4,50,640.00         |
| HRA                  | INR 18,776.67        | INR 2,25,320.00         |
| Medical Allowance    | INR 1,250.00         | INR 15,000.00           |
| Conveyance Allowance | INR 1,600.00         | INR 19,200.00           |
| Special Allowance    | INR 34,703.33        | INR 4,16,440.00         |
| Sub Total            | INR 93,883.33        | INR 11,26,600.00        |
| PF - Employer        | INR 1,800.00         | INR 21,600.00           |
| PF - Other Charges   | INR 150.00           | INR 1,800.00            |
| Total Earnings       | INR 95,833.33        | INR 11,50,000.00        |
| DEDUCTIONS           | MONTHLY              | ANNUALLY                |
| PF Employee          | INR 1,800.00         | INR 21,600.00           |
| Total Deductions     | INR 1,800.00         | INR 21,600.00           |
| <b>NET PAY</b>       | <b>INR 92,083.33</b> | <b>INR 11,05,000.00</b> |

## 5. PRIMARY JOB DUTIES:

- Develop and maintain high-performance, scalable, and secure Python-based applications.
- Collaborate with cross-functional teams to gather requirements, design, and implement new features.
- Optimize application performance by identifying bottlenecks and ensuring efficient code execution.
- Develop RESTful APIs and integrate with third-party services.
- Implement test-driven development practices, ensuring code quality and coverage.
- Mentor junior developers and provide technical leadership on best practices and coding standards.
- Participate in the full software development lifecycle, including planning, design, development, testing, deployment, and maintenance.
- Troubleshoot and debug complex issues in production and non-production environments.
- Collaborate with DevOps to ensure smooth deployment and integration.
- Stay updated on the latest industry trends and technologies to ensure our solutions are cutting-edge.

We are delighted to send you this offer letter to be accepted and duly signed to have you onboard.

Please accept the offer letter on or before the date mentioned and share the signed copy through email. In case of no acceptance before the mentioned date or not joining on the mentioned date without written communication, the offer becomes invalid.

We're looking forward to your upcoming presence and contribution to our team!


Best Regards,



**Sathya Baskaran**

HR Manager

InnoBoon Technologies (P) Ltd

|   |                  |
|---|------------------|
| Candidate Signature and Complete Address  |                  |
| Name: YOGALAKSHMI S   | Date: 03-12-2025 |
| Address: 463, North Street, Kovilady, Budapur Tk,<br>Thanjavur Dt - 613105                    |                  |
| Signature  |                  |