Date: April 30, 2021

Offer for the post of **Junior Software Developer** in our organisation

Dear Hanumant,

With reference to your application and subsequent interview, we are pleased to offer you a position with SoftMonks (OPC) Private Limited as Junior Software Developer on the following terms and conditions:

1.   Your remuneration, will be **Rs. 153,600/- (Rupees One lakh fifty-three thousand and six hundred only)** cost to the company, as per the attached Annexure, subject to Income Tax deductible at source. A detailed appointment letter containing the complete compensation details will be issued to you on your date of joining.

2.   You joining date will be Tuesday, June 1, 2021.

3.   During your employment with the company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.

4.   During your employment with the company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management.

5.   In case of relocation for Joining out of Goa (India), Company would be liable for all relocation expenses as per the bills provided for the same. This would include expenses incurred for moving yourself, family and household goods subject to an upper cap as per the policy of the organization.

6.   Your employment with SoftMonks (OPC) Private Limited may be terminated by giving two months' notice period or payment of two month's salary in lieu thereof, by either side.

7.   You may be required to sign a Service Agreement with the company if you are sent for any specialized training that may be required to upgrade your skills and knowledge in order to take up required responsibilities and assignments. You agree to pay SoftMonks (OPC) Private Limited all costs and expenses incurred for sponsoring specific training in the specialized areas, technologies and skills in case you leave the company within a period of two years after the completion of the specialized training. However regular training provided on technical skills would not be forming part of specialized training. As a process employee will be clearly communicated before undertaking the specialized skilled, technology training, for which the recovery would be applicable on employee not serving the organization for the specified period of employment as per the organization policy.

8.   You agree to the condition that in case you are terminated or you resign at your will within two years from the date of joining, SoftMonks (OPC) Private Limited will not issue any experience certificate for the period you are employed.

9.   Your scope of work will be communicated to you after your joining wherein you shall be deemed to be under the Resource Management Group till further Project Allocation is communicated. You will be under training period till your final project allocation.

SoftMonks (OPC) Private Limited
CIN: U72200GA2015OPC007747
GSTIN: 30AAWCS3196E1Z4
Office #12, 5th Floor, Buildmore Business Park,
Khorlim-Xim, Mapusa - Goa (India) - 403507
Mobile: +91-982-211-3668   Ph: +91-832-297-6622
info@softmonks.com   www.softmonks.com

10.   As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.

11.   You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / cancelled without any notice.

12.   Your employment is subject to a six-month probationary period. This period of time allows you and SoftMonks to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice.

13.   SoftMonks reserves the right to withdraw this offer any time before or on the date of joining.

14.   Please sign the duplicate copy of this letter on each page, to be returned to us as your acceptance of this offer and the terms/conditions detailed in this letter. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us.

You are advised to go through the contents of this letter of offer and annexure before signing the duplicate copy.

We take pleasure in welcoming you to SoftMonks (OPC) Private Limited and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For SoftMonks (OPC) Private Limited

Shivprasad Mangesh Ajgaonkar

SoftMonks (OPC) Private Limited
CIN: U72200GA2015OPC007747
GSTIN: 30AAWCS3196E1Z4
Office #12, 5th Floor, Buildmore Business Park,
Khorlim-Xim, Mapusa - Goa (India) - 403507
Mobile: +91-982-211-3668   Ph: +91-832-297-6622
info@softmonks.com   www.softmonks.com

ANNEXURE TO THE LETTER OF OFFER

Name: HANUMANT KRISHNA GODEKAR   Designation: Junior Software Developer

Fixed & Salary Benefits	Amount (Rs.)/month	Amount (Rs.)/year
Basic Pay	5,000.00	60,000.00
House Rent Allowance	2,000.00	24,000.00
Medical Allowance	1,250.00	15,000.00
Traveling Allowance	1,600.00	19,200.00
Other Allowance	2,150.00	25,800.00
Gross Salary	**12,000.00**	**144,000.00**

Other Benefits	Amount (Rs.)/month	Amount (Rs.)/year
In-office snacks (deposited in e-wallet)	800.00	9,600.00
Total	**800.00**	**9,600.00**
Gross Salary	**12,000.00**	**144,000.00**
Total Cost To The Company	**12,800.00**	**153,600.00**

Agreed and accepted

I have read, understood and agree with the terms stated in this letter. My signature below constitutes an acceptance of this offer of employment

Signature   Date: /   / 2021

Name: