

23/08/23

Reference No: CT/HR/OFFR/AM/0412232033

To,
BHONG KALPESH KISAN

EMPLOYMENT OFFER LETTER

Dear KALPESH,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure.

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before 3/09/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

If any of your furnished documents/ information provided to Coditas during the process, is found to be incorrect or inaccurate at the time of joining, Coditas holds the right to terminate your employment on immediate basis.

Sincerely,

For Coditas Solutions LLP.

23/08/23

Reference No: CT/HR/OFFR/AM/0412223445

To,
NIMBALKAR SHRAVANI SUNIL

EMPLOYMENT OFFER LETTER

Dear Shravani,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure.

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before
30/08/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

If any of your furnished documents/ information provided to Coditas during the process, is found to be incorrect or inaccurate at the time of joining, Coditas holds the right to terminate your employment on immediate basis.

Sincerely,

For Coditas Solutions LLP.

23/08/23

Reference No: CT/HR/OFFR/AM/0412342018

To,
AJAY OMPRAKASH AGARWAL

EMPLOYMENT OFFER LETTER

Dear AJAY,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure.

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before 30/08/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

If any of your furnished documents/ information provided to Coditas during the process, is found to be incorrect or inaccurate at the time of joining, Coditas holds the right to terminate your employment on immediate basis.

Sincerely,
For Coditas Solutions LLP.

23/08/23

Reference No: CT/HR/OFFR/AM/041233456

To,
BASAVA PRATHAM PREMANATH

EMPLOYMENT OFFER LETTER

Dear PRATHAM,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.



Coditas Solutions LLP. | LLPIN:AAQ-6182

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before 30/08/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

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Sincerely,

For Coditas Solutions LLP.

23/08/23

Reference No: CT/HR/OFFR/AM/04123451

To,
SALGAR SARTHAK KRUSHNA

EMPLOYMENT OFFER LETTER

Dear SARTHAK,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.



Coditas Solutions LLP. | LLPIN:AAQ-6182

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before 30/08/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

If any of your furnished documents/ information provided to Coditas during the process, is found to be incorrect or inaccurate at the time of joining, Coditas holds the right to terminate your employment on immediate basis.

Sincerely,

For Coditas Solutions LLP.

23/08/23

Reference No: CT/HR/OFFR/AM/041244351

To,
ARGADE AISHWARYA KALURAM

EMPLOYMENT OFFER LETTER

Dear AISHWARYA,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before 30/08/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

If any of your furnished documents/ information provided to Coditas during the process, is found to be incorrect or inaccurate at the time of joining, Coditas holds the right to terminate your employment on immediate basis.

Sincerely,
For Coditas Solutions LLP.

23/08/23

Reference No: CT/HR/OFFR/AM/0412244328

To,
GIRAMKAR SWAPNIL RAJENDRA

EMPLOYMENT OFFER LETTER

Dear SWAPNIL ,

We are happy to inform you that we would like to offer you the position of **Software Developer** with our company.

We would like to offer you an annual CTC of **Rs. 3,60,000** and other benefits, the details of which are stated in the attached annexure

The terms are as follows:

1. The CTC shall comprise of a fixed component and a variable component, if any as per prevailing scheme of the company.
2. The CTC shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
3. We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.
4. The appointment letter with detailed terms & conditions will be handed over to you on your DOJ subject to the correct information regarding your service, other records and verification of documents submitted at the time joining.
5. Your probation period posts a successful evaluation shall be 3 months from the date of joining.
6. Regular performance reviews will be done to assess your suitability.
7. The next salary revision will be during the appraisal cycle of the company falling due after completion of one year of service.
8. The notice period for relinquishing your services from the Company would be three calendar months.



Coditas Solutions LLP. | LLPIN:AAQ-6182

9. The F&F settlement in event of resignation will be made after 2 weeks from the date of separation.
10. You shall be entitled to benefits as per the rules and regulations of company on confirmation.
11. Your tentative date of joining the services of the company will be 25th June, 2019
12. The validity of this offer is 2 days from the date of the offer letter.
13. Your posting will be in Pune; however, you may be given the opportunity travel to client location for short durations from time to time.
14. Your appointment letter shall be handed over to you on your joining company once you furnish the required documents, mentioned in attached list. Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

Confirmation of the exact joining date will be communicated to you on or before 30/08/23

Please note that this offer mail incorporates all commitments made to you and there are no other commitments other than these.

If any of your furnished documents/ information provided to Coditas during the process, is found to be incorrect or inaccurate at the time of joining, Coditas holds the right to terminate your employment on immediate basis.

Sincerely,

For Coditas Solutions LLP.

12-Jul-2023

BHOLE SHREYASH SADASHIV

Dear Shreyash

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period of 12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure as a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

10. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18.15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED:

SIGNATURE:

NAME BHOLE SHREYASH SADASHIV

12-Jul-2023

KARADKHELE JAYESH RAMAKANT

Dear Jayesh

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period of 12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure as a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

10. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18.15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED:

SIGNATURE:

NAME KARADKHELE JAYESH RAMAKANT

12-Jul-2023

PAWAR YASH SHRIKRISHNA

Dear Yash

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period of 12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

10. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18.15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.
12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED:

SIGNATURE:

NAME PAWAR YASH SHRIKRISHNA

12-Jul-2023

PAWAR YASH SHRIKRISHNA

Dear Yash

We are pleased to award you a **Project Trainee** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.
2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
3. During this assignment, you will be paid a stipend for your services of **Rs. 10,000/- Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
4. On successful completion of assignment as a Project Trainee, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Junior Software Engineer on a probation for a period of 12 months. During the last week of your assignment as a Project Trainee, Company will inform you whether it wants to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.
5. On successful completion of assignment as Project Trainee, you will be deployed as **Junior Software Engineer** for a **Probation Period of 12 months**.
6. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other benefits.
7. On successful completion of probation period of 12 months, depending on the business need and requirement, at the discretion of the Company you may be deployed as a Software Engineer. During the last month of your tenure as a Junior Software Engineer, Company will inform you whether it wants to deploy you as Software Engineer or not. You agree not to claim any compensation or other benefits from the Company incase Company do not deploy you as Software Engineer on completion of your tenure as a Junior Software Engineer."
8. The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
9. The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

10. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 08:45 hrs to 18.15 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

11. You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

12. You agree to abide by all the policies of the Company in force from time to time.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.



Sanjeeva Maithani

Associate Vice President - HR

ACCEPTED:

SIGNATURE:

NAME PAWAR YASH SHRIKRISHNA