

Dated: November 11, 2019

Subject: Appointment-cum-Offer Letter

Dear Unais Ur Rehman,

We are pleased to offer you the position of Software Engineer Trainee in our Company.

Your engagement shall be subject to the terms expressed herein and the on-job training letter, and uniform terms and conditions of the Company, which are also accessible from Company's office server.

Subsequent to your completion of the Training Period you will be designated as Junior Associate – IT–Acceptance of this letter is by expression of acceptance of the service agreement of the Minimum contractual period. Minimum Contractual Term” means the Internship Period i.e. (initial minimum 6(Six) Months which will be extended till the time you have not appeared for your final semester exams) and 1 (One) year thereafter. This period shall exclude any leaves availed by you apart from the stipulated earned leaves as per company's policy.

The date for commencement of your joining is On or before June 2020. Your reporting officer is **Ms. Himani Gautama (Manager - Talent Management)**.

Upon joining, you will receive the detailed confirmation letter and you will be required to signed copy of the enclosed Joining Report along with documents requested.

Stipend and Salary Structure:

- Salary Structure- Post completion of internship, below will be CTC breakup for one year.

Particulars	Post completion of internship	
	0-06 Months	7-12 Months
	Amount (INR)	Amount (INR)
Basic Salary	15100	15200
HRA	7550	7600
Travelling Allowance	1600	1600
Special Allowance	185	4035
Gratuity	726	731
Health Insurance	264	264
Total Salary	25425	29430
Performance Bonus*	2825	3270
Monthly CTC	28250	32700
Expected In Hand Salary (pre-TDS)	27235	31680
Yearly CTC	365700	
Yearly Incentive**	34300 (After 01 Year in permanent employment)	
Gross Annual CTC	400000	

Performance Bonus*& Yearly Incentive:** As per prevailing policy of company

Wishing you a long and fruitful stay,

For Unthinkable Solutions LLP

Authorized Signatory

[Signature]
Registrar
Invertis University
Deoria

[Signature]
Director Corporate Relations
Invertis University
Deoria