



3 March, 2021

OFFER LETTER

Abhishek Singh Bhandari

This is in reference to your candidature in Vinove Software & Services for the position of Tech Lead in Operations department on the annual compensation of INR 3,00,000 annually.

We are pleased to confirm that you have been selected for the aforementioned position with effect from 15 March, 2021 (subject to clearance of background verification report) (the "Effective Date"). As discussed, this offer is conditional upon completion of satisfactory references that may include but is not limited to, a review of past employment and education records.

You will be placed on a probationary period of 6 (six) months (the "Probation") from the Effective Date; and your confirmation shall be subjected to the satisfactory completion of services, as per the Company's standards; however if you fail to perform during the aforementioned period, the Company has the sole right of either extending your probation for an additional period of 6 (six) months; or terminating your association with the Company and the same shall be conveyed to you by the management.

The details and terms of this offer letter are incorporated and enclosed under Schedule "A". Kindly sign and send a copy of this letter along with the self-attested copies of documents enlisted in Schedule "B" to indicate acceptance to the terms and conditions of this letter within 3 (three) days from receipt of this letter.

We look forward to welcoming you to the Company and wish you a successful and rewarding career with us.

For Vinove Software & Services

A handwritten signature in black ink, appearing to read "Bhavneek Singh".

Bhavneek Singh

Manager - HR

AWC Software Pvt. Ltd.

A handwritten signature in black ink, appearing to read "Registrar".

Registrar
Invertis University
Bareilly

A handwritten signature in black ink, appearing to read "Director Corporate Relations".

Director Corporate Relations
Invertis University
Bareilly