

December 17, 2019

Sangeeta
H.no:#417 b/1 Patil galli,A/P:Aniapur,
Athni Taluk, Belagavi District,Karnataka,591303

RE: OFFER LETTER OF EMPLOYMENT - PROGRAMMER ANALYST TRAINEE

Dear Sangeeta Patil,

Following our recent discussions, we are delighted to offer you the position of **Programmer Analyst Trainee** with **Qvalesce India Pvt. Ltd.**. Joining **Qvalesce**, you will become part of a fast paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of the **Qvalesce** team, we would ask for your commitment to deliver outstanding quality and one that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of the company - **Qvalesce**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

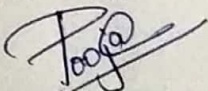
Title: Programmer Analyst Trainee**Start date: December 17, 2019****Salary: INR 1,80,000/-per annum****Hours of work: 45 hours per week**

Following the initial **probationary period of six months**, a performance review will be conducted and the salary will be revised to **INR 2,40,000/- per annum**. A progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify the arrangement, as the need may arise.

By accepting this offer you are in agreement of a two year contract with Qvalesce. Failure to comply with this could result in legal action. This arrangement may be terminated by Qvalesce with notice period of one month in writing. An employee can resign the company after the two years are completed with a notice period of three months in writing.

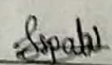
We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,



Project Manager
Pooja Chowdhry S
Qvalesce India Pvt Ltd

With the signature below, I accept this offer for employment at Qvalesce India Pvt Ltd.

Date: 17/12/2019Signature: 



Private & Confidential

KodNest

15th April 2019

Sub: Offer Confirmation Letter

Dear Sangeeta Patil,

We are pleased to extend you an offer with KodNest as “**Trainee**” following your selection in our CSR DRIVE under the following terms and conditions:

TERMS AND CONDITIONS

- 1. The trainee is entitled to the unified course provided by Kodnest and shall utilize all the facilities provided by us to their fullest potential.**
- 2. The Trainee shall abide by the rules and regulations of Kodnest and strictly adheres to it, failing to do so will lead to termination of the candidature.**
- 3. The trainee shall actively participate in all the placement drives and opportunities matching the criteria which is provided by KODNEST through various means without missing them and ensuring a pre approval is taken in case of emergency situations.**
- 4. Kodnest shall not charge the trainee who are selected through the CSR program and there is no fees or any kind of charges that needs to be paid to KODNEST.**
- 5. You shall be required to provide the Company 2 copies of all documents and information as per the verification policy.**
- 6. KodNest reserves the right to terminate your Training without notice on grounds of breach of policy, misconduct or disciplinary grounds.**

7. Absence for a continuous period of five days without prior approval of your supervisors (including overstay on leave/ training) can lead to your Training opportunity being terminated without notice.

8. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice.

The start day of your training shall be communicated to you all in the next mail and request those selected to get mail copy for reference purpose as this shall act as your entry card.

Kindly sign and return a copy of this letter.

We welcome you and wish you every success in your career with KodNest.

Confidentiality policy

- All documents provided by the company must be kept confidential except in case of legal advice.

Sincerely

For Kodnest

Akash Pandey
CEO & Founder

Accepted

(Signature of the Candidate)

ANNEXURE 1:

List of documents Copy to be submitted,

- 1 Education provisional certificate and mark sheets of the highest qualified degree / professional qualification.
- 2 Copy of passport (First and Last Pages)
- 3 Two (2) passport size photographs
- 4 Copy of the PAN (permanent account number) Card, self attested.