



21/01/2022

Ganesh K

Subject: Offer Letter for Software Developer

Dear **Ganesh**,

We are pleased to offer you an internship in our organization Smart Food Safe Solutions Inc as Software Developer Intern. This offer takes effect from your date of joining **01/02/2022**. We would request you to start work at our Bangalore office.

Compensation:

Your compensation package would be as follows:

Your compensation package would be a CTC of **INR 20,000** per month. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source if applicable in accordance with applicable law.

You will be offered full time employment and salary will be suitably revised after successful completions of three months of internship and based on your performance. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Benefits:

You will be reimbursed for all reasonable travelling and other expenses and properly incurred by you in connection with the performance of your employment duties. For all such expenses, you will be required to keep proper receipts, and comply with Smart Food Safe Solutions Private Limited's instructions and policies for business expenses.

You will be eligible to be awarded 100 company shares upon satisfactory completion of three years of service. You would also qualify to buy company shares at a 20% discounted rate upon completion of your three years of service.

Internship Period:

As per organization policy, the internship period applicable to you shall be three months.

Registered Office: 5055 rue Fisher, Saint-Laurent, Quebec Canada

India Operation: Novel Tech Park

.46/4, Kudlu Gate, Hosur Road, Bangalore 560068

Email: info@smartfoodsafesolutions.com, Phone: +1 514 446 4400, Web: www.smartfoodsafesolutions.com

**Work Location:**

You would be posted at the above address. However, as and when required, you may be transferred to any of the offices in India or abroad.

Confidentiality:

You acknowledge and agree that in the course of your employment with the Smart Food Safe Solutions Private Limited you will have access to and will be entrusted with information which is confidential and/or proprietary to Smart Food Safe Solutions and/or its affiliates, including without limitation, information regarding the business, technologies, trade secrets, know-how, lists of customers, list of suppliers, terms of contracts, marketing and business plans, quality control methodologies, personnel and financial information, internal pricing and cost information, operational manuals, and the past, present and future business activities of Smart Food Safe Solutions and/or its affiliates which would not otherwise be generally known to the public (the “Confidential Information”).

You understand that the disclosure or improper use of the Confidential Information would be highly detrimental to the interests of Smart Food Safe Solutions and/or its affiliates. Consequently, you agree that you will not, at any time during or after your employment with Smart Food Safe Solutions, disclose or discuss the Confidential Information to any other person nor will you use it, otherwise than in the performance of your work for Smart Food Safe Solutions, without first obtaining express written authorization from Smart Food Safe Solutions.

You also understand that your obligations not to disclose the Confidential Information includes the dissemination of information about Smart Food Safe Solutions and/or its affiliates over the Internet, and specifically using any electronic bulletin board and/or discussion forum (chat). Further you agree that you will not issue any personal opinions, comments or remarks, which may be detrimental to Smart Food Safe Solutions and/or its affiliates, via any of these means of communications.

Company Properties:

You will be responsible for the safekeeping and return in good returns and order of all the properties and belongings of the company, which may be in your care, custody or charge. For the loss of any property of the company in your possession, the company will have the right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

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**Notice Period:**

After the probation period, the period of notice required for resignation is two months.

Termination of Service:

This letter of offer is based on the information furnished in your application for employment, during the interviews you had with us and satisfactory reference checks. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice. You shall devote your official time and attention to the work of the company and shall not undertake any direct/indirect business or work, honorary or remuneration. Contravention of this will lead to the termination of your service without any notice or compensation in lieu of such notice. Your service can be terminated without notice due to loss of confidence, gross negligence in duty, inefficiency, lack of performance or compromising company confidentiality. You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action. Any disputes arising out of this letter shall be governed by and construed in accordance with the local laws based on the office location.

Harassment Policy and other Policies:

Smart Food Safe Solutions prohibits bullying, harassment or discrimination as protected by state and local laws. You agree to abide by all of Smart Food Safe Solutions policies as they may be amended from time to time, including its Bullying and Harassment Policy.

This offer is valid till **31/01/2022**. If you do not confirm the acceptance, Smart Food Safe Solutions., has the right to withdraw the offer. We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

On the date of joining, please bring the following documents for verification / submission:

- 1) Original and self-attested copies of educational certificates and mark sheets.
- 2) Salary certificate, Relieving letter & experience certificate from previous employer[s].
- 3) Government ID proof i.e. Aadhar Card, Passport or equivalent (Self-attested Photocopy + Original for reference only)
- 4) Address Proof (Self-attested Photocopy + Original for reference only)
- 5) Two passport size photographs
- 6) Bank information for Salary deposit (Bank, Branch, IFSC Code and Account Number)

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7) Two references with Name, Address, Phone number and email address

Your signature at the end of this letter confirms the conditions of your employment. Kindly sign and return to us the duplicate copy of this letter as your acceptance.

Wish you all the best.

Yours Sincerely,

For Smart Food Safe Solutions,

Chief Operating Officer

.....

Prasant Prusty

Authorized Signatory

.....

Ganesh K

Acceptance Signature and Date

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CALL LETTER

Dated:

Dear GANESH. K.S

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, Java, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.



USN NO