



13

**Offer Letter**

22 April, 2021

Dear Asmita Bongale,

With reference to the discussions that we had with you, we are pleased to appoint you as a **Trainee - Software Engineer** in CropIn Technology Solutions. Your place of posting will be **Bangalore**.

Your annual total compensation will be **₹4,00,000/-** The break-up is presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules and regulations of the company and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Reporting Manager.

**PROBATION:** You shall be on probation for a period of 3 months, which may be extended as required, based on your performance. Your services will be confirmed on the expiry of the probation period, provided we find your services satisfactory.

We request you to join us on **22 April 2021**. At the time of joining, please submit the following documents:

At the time of joining, please submit the following documents(Soft Copies):

1. Photocopy of your passport, certificates, and mark sheets in support of your educational qualifications.
2. Relieving letter from your previous employer and last drawn payslip, if applicable.
3. Two passport size and two stamp size color photographs.
4. KYC Documents (Pan Card, Passport etc)

We look forward to you joining us. Please do not hesitate to call us for the information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

Yours sincerely,

Krishna Kumar, CEO  
**CropIn Technology Solutions Pvt. Ltd.**



## Annexure A

### Compensation Structure:

<b>Name</b>	<b>Asmita Bongale</b>	
<b>Designation</b>	<b>Trainee - Software Engineer</b>	
<b>Component</b>	<b>Monthly</b>	<b>Yearly</b>
Basic	₹15,000	₹180,000
HRA	₹6,000	₹72,000
LTA	₹1,800	₹21,600
PF - Employer's Contribution	₹1,800	₹21,600
Special Allowance	₹4,567	₹54,800
<b>Fixed Salary</b>	<b>₹29,167</b>	<b>₹350,000</b>
<b>Variable Pay</b>		<b>₹50,000</b>
<b>Total CTC</b>		<b>₹400,000</b>
<b>Deductions</b>		
Professional Tax	₹200	₹2,400
PF - Employee Contribution	₹1,800	₹21,600
<b>Income Tax</b>	<b>As per Income Tax rules</b>	

## CALL LETTER

Dated: .....

Dear **ASMITA BONGALE**

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, 10<sup>th</sup> 12<sup>th</sup>, 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.

  
Thank & Regards  
Qspiders Hebbal  
Mb: 99809 00400

USN NO .....

