

Ref No: OL/THBS/0121/46
28-Jan-2021

Private & Confidential

Ms. Laxmi Dalwai
Bangalore

Dear Laxmi Dalwai,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer- Trainee at Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Three)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **04-Feb-2021**.

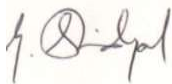
At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X Photocopies of all the pages of your passport **or** driving license **or** voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

Accepted By:



G. Shivdayal Charan
Manager - HRD

Laxmi Dalwai
Date:

Offer Letter

08-09-2020

Laxmi D Dalwai

Hirasugar Institute Of Technology.
Belagavi, Karnataka.

Dear Laxmi D Dalwai,

We would like to congratulate you on being selected as Intern - Trainee Engineer position with Technologies Global Pvt. Ltd, effective 19-10-2020. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding!!

Your major internship program will include **Hardware Design & Development, Embedded C Programming, Communication Protocol and Interfacing Modules**. Duration of the internship approximately will be 2-3 months.

As discussed during the selection process, this is an unpaid academic internship during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfilment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.

Offer Letter

8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment & following mandatory performance parameters
 - a. Internship attendance : 100%
 - b. Assignment rating : 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result TechnoLogics Global will either hire for internal requirement or for our client companies.
11. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Intern

For Company

Date

Title



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KodNest

05-May-2020

Sub: Offer Confirmation Letter

Dear Laxmi Dalawai,

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 full stack development 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 Two (2) passport size photographs
- 3 Copy of the PAN (permanent account number) Card, self attested.