

**Registered Office:**

Texiio Global Private Limited
#31, 16th Main, 3rd Cross, Balaji Layout,
Padmanabhanagar, Bengaluru 560 070
CIN: U72900KA2022PTC163479
Tel: +918277256569 | +917892452633

05-Sep-2022

Priyanka Boragalli

At/PO Nagnoor, tal:gadhinglaj
Nangnur, dist:Kolhapur
Maharashtra-416551
Phone: 9766607202

SUB: OFFER LETTER

Dear Priyanka Boragalli,

Congratulations! You have successfully made it through the Texiio's selection process and Texiio is pleased to extend an offer of employment for the post of **Software Engineer Trainee** based at **Bengaluru**, Karnataka, India.

Your date of Joining would be **October 10th, 2022**

The compensation structure during probation and on confirmation is enclosed for your reference in the Annexure.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be under probation for a period of **six months** and subsequently confirmed on the regular rolls, subject to individual performance and completion of the mandated training and certification(s). Regular assessments would be done to evaluate the individual performance.

You will be paid a stipend of **INR 15,000 (Fifteen Thousand Only)** per month during the probation period.

This offer is subject to background verification and medical fitness.

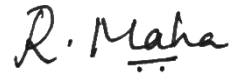
We welcome you to join the Company and would be happy if you could sign a duplicate copy of this letter in token of your acceptance of the offer of employment with the Company and email a copy to us.

Confidential

Please note that this offer is valid for two weeks only and you will need to email us the signed acknowledgement by 18-Sep-2022, Sunday.

If you have any questions, please reach out to us on hr@texio.com.

Thanks & Regards,

A handwritten signature in black ink, appearing to read "R. Maha". The signature is written in a cursive style with a large "R" and a stylized "Maha".

HR Head

ACKNOWLEDGEMENT OF OFFER ACCEPTANCE

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will be joining on _____.

Name: _____

Signature: _____

Date: _____

Place: _____

ANNEXURE

A stipend of **INR 15,000 (Fifteen Thousand Only)** will be paid during the initial probation period. On successful confirmation, the below compensation structure and other benefits will be applicable. The confirmation would be subject to individual performance and completion of the mandated training and certification(s).

COMPENSATION STRUCTURE

Components *		Monthly	Annual
Basic		₹ 9,000.00	₹ 1,08,000.00
HRA		₹ 4,500.00	₹ 54,000.00
Medical Allowance		₹ 1,250.00	₹ 15,000.00
Mediclaime		₹ 2,000.00	₹ 24,000.00
PF (Employer Contribution)		₹ 1,080.00	₹ 12,960.00
Other Allowances		₹ 12,170.00	₹ 1,46,040.00
Total CTC		₹ 30,000.00	₹ 3,60,000.00
Annual CTC in Words	Three Lakhs and Sixty Thousand Only		

* The compensation component values may vary depending on the structure of the compensation and the options chosen by you. The statutory deductions will also be applicable as per the prevalent rules.

Date : 31 March 2023

Name : Priyanka Boragalli

Tel No.: 9766607202

Email ID: priyaborgalli@gmail.com

Sub: Letter of Offer and Terms of Employment

Dear **Priyanka**

This is with respect to your application for exploring career opportunities with Finonyx Software Solutions Pvt. Ltd. You have successfully cleared the initial selection process and we are pleased to make you an offer, initially as a Trainee and on successful completion of the Training, of employment in the Company as per the terms and conditions mentioned below. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

We are pleased to offer you the position of **Software Trainee** with Finonyx Software Solutions. We are excited about the potential that you will bring to our organization.

Your initial compensation package includes a monthly stipend of INR Twenty Thousand only (Rs. 20,000/ with 10% TDS deduction

You will be on Training for a period of six months from the date of joining. The company shall extend the period of your Training to max 2 months, if needed and if your performance is not found satisfactory even after extension of the Training period, the company shall have right to terminate your training without assigning any reason thereof.

During the period of Training, you will not be entitled to any other benefits, which may be available to the permanent employees of the company.

Working Hours: Your normal working hours are from 9.30 am to 6.30 pm, Monday to Friday, with one-hour, lunch break

Leave: During Training you are allowed for one days of leave per month which is not carried forward. In case you are on leave for more than 2 days per month, the stipend would be reduced accordingly.

Confidentiality, Data and Intellectual Property Protection: As part of the joining formalities, you are required to sign a confidentiality agreement, Non-Disclosure Agreement which aims to protect the intellectual property rights and business information of Finonyx and its clients.

Data Privacy:

Your personal data collected and developed during recruitment process will be processed. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, statutory and legal requirements and specific organizational initiatives in force during your tenure in Finonyx.

After you join Finonyx, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to Finonyx, e.g. background check, health insurance, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

Termination

If for any reason you wish to resign from the Training, you may do so by giving 1 (One) month notice in writing or pay the company 1 (One) months salary in lieu thereof, Similarly the company can at its discretion terminate your training by giving one month notice in writing or 1 month salary in lieu thereof at the sole discretion of Finonyx. The notice period will be 2 months during probation once you are employed after successful completion of the training. Beyond six months of employment your services are mutually terminable with a notice of three months or salary in lieu thereof at the sole discretion of Finonyx.

The Company also reserves the right to terminate your training services summarily without any notice period or salary in lieu thereof, if it has reasonable ground to believe that you are guilty of misconduct or negligence or nonperformance or have committed any fundamental breach of these terms or caused any loss to the Company. Such termination by the Company shall not affect any other claims the Company may have against you, in law and/ or in equity

This contract of training and later of employment may be terminated without notice or any compensation in lieu thereof, if any act of yours is detrimental to the interest of the Company after due process of law.

If any time you are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission and/or any other conduct which is considered by the Company detrimental to the interest of the Company or violation of one or more terms of this letter, your training and/or employment can be terminated without notice.

Moreover, if and when the Management feel suspicious about your integrity or loose confidence in you, your training and/or employment is liable to be terminated after due process of law.

You are also aware that you may be involved in production processes/in work which is of highly confidential nature as such. If it is found during the course of your training and/or employment with us that you are involved in taking bribe/commission to favor any individual/party/employee, the management shall have right to terminate your training with immediate effect and your dues shall be forfeited.

You will be governed by the code of conduct of the company and if there is any breach of the same or nonconformance of contractual obligation or with the terms and conditions laid down in this agreement, your training can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest. You agree that Finonyx may terminate your training and later employment without notice in the event of willful or serious misconduct on your part, which includes, but is not limited to, theft, fraud, misrepresentation, dishonesty, assault, drunkenness, or being under the influence of illicit drugs, refusing to carry out a lawful and reasonable direction or serious breach of our policies.

Kindly confirm your acceptance of this offer by the return mail. We will let you know the date of start of the Training. If you accept this offer, we request to present for the training on the stipulated date and time. If not accepted within 3 days, this offer is liable to lapse at the discretion of Finonyx.

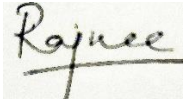
Your appointment will be effective on your joining date, i.e. on or before **10 April 2023**. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

For a convenient joining process, the joining documents as mentioned in Annexure – 1 should be submitted on the date of Joining, along with originals. The original documents will be returned after due verification against originals. you will be issued a Letter of Employment, after successful completion of Training, by Finonyx.

We look forward to having you with us,

Yours Sincerely,

For Finonyx Software Solutions Pvt. Ltd.,



Rajnee Sharma
HR Manager



Annexure 1:

List of Documents:

Please bring the following documents in original for verification and “One set of photocopies each”, for a smooth on boarding process.

- a) Educational qualification certificates since class 10th till the highest Qualification
- b) 2 Passport size photographs
- c) Proof of age and Permanent Address
- d) Proof of Current address if it is different than the permanent address.
- e) Passport copy, PAN Card, Aadhar Card and Driving License
- f) Certificates of any training you might have undergone.

Note: If failed to produce any necessary documents, we will have the right to postpone/withhold your Training with Finonyx