



OFFER LETTER

Date: 03/08/2022

Miss. Netraja Patil,
D/o Sudhakar Patil, #461,
Sambra, Renuka Galli,
Sub Dist: Hukkeri, Belgaum,
Karnataka - 591124

Dear **Netraja,**

Further to the aptitude test and the interview you have had with us, we are pleased to offer you the position of **Junior Software Engineer** your Date of Commencement will be **03.08.2022**.

Your training period with V3iT will be for three months and probation period will be for nine months. In professional training, performance evaluation will be carried out annually to assess your suitability.

After successful completion of the probation period and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. You shall receive your monthly salary on or before the 7th Date of every month.

Remuneration: Kindly refer Annexure

Notice Period:

During the training/probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with **one-month** notice or salary thereof. On confirmation as a regular employee, you will be required to give **three months'** notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the **three months'** notice period. Similarly, the Company can terminate your services by giving you **three months'** notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

Company will not issue any documents such as relieving letters; work experience letters etc. If an employee fails to fulfill the above conditions.

Leave: No leave will be sanctioned in probation period(12 months) other than 7 sick leaves per year

Agreement: 3 years

Other Terms & Condition:

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization or entity engaged in any form of business activity without the consent of V3iT.

The consent may be given subject to any terms and conditions that the Company may think fit and maybe withdrawn at any time at the discretion of the Company.

Agreement:

Our offer to you as **Junior Software Engineer** is subject to the execution of the necessary Service Agreement. You will be required to complete the formalities on the Service Agreement at the time of joining. The Service Agreement details the scope, terms and conditions of your employment, the necessary training (if any) and the contractual obligation to be with V3iT from the date of your joining.

Offer stands canceled in case of any deviations in information or if you fail to report to me on or before a pre-decided date.

You will need to submit a copy of all your qualification documents and relieving letter / experience letter and salary slip, of the last three months from previous employer (if any), on the date of joining. I look forward to an enduring relationship with you.

Yours sincerely, For V3iT Consulting Pvt. Ltd.

Pramod Deshpande
HR & Admin
V3iT Consulting Pvt Ltd

Accepted by: Miss. Netraja Patil

Signature: _____

Date Accepted: Aug 03, 2022

ANNEXURE

Compensation:

- 1) Monthly Salary of Rs.21,250/- per month will be paid as gross.
- 2) TDS as applicable will be deducted from salary
- 3) Incentive / bonus will be awarded to the best performer.

Please find the Salary Break up below:

NAME	Miss. Netraja Patil	Working Days	31
Loc.	Belgaum	Payable Days	31
Bank	SBI	Employee code	
A/C No		PAN No	
LWP		UAN No	
PL/SL/CL/CO/LOP	00 / 07 / 00 / 00	Earnings	
Sr.no	Gross	21,250	Deductions
1	<i>Basic</i>	11,562	
2	<i>DA</i>	878	
3		12,440	
4	<i>PF</i>		1,493
5	<i>ESIC</i>		
6	<i>LTA</i>		
7	<i>Conveyance</i>		
8	<i>HRA</i>	2,488	
9	<i>Other Allowances</i>	6,322	
10	<i>Arrears/recovery</i>		
11	<i>OT</i>		
12	<i>Empf. Tax</i>		200
13	TDS		
14	TOTAL	21,250	1,693
15	Net pay.	19,557	
Net pay	Rupees Nineteen thousand five hundred fifty-seven only.		

**Human Resource Department
V3iT Consulting Pvt Ltd**

Dear Sir/Madam,

Sub: Acceptance of Letter of Appointment

I have carefully read & understood the terms & conditions contained in the letter of employment, dated 03.08.2022 and hereby confirm my unconditional acceptance of the same. I shall report as per this letter, at 11.00 AM on 03/08/2022.

Date: Aug 03, 2022

Signature of the candidate: _____

Place: Belgaum

Full Name: Netraja Patil

Full Address of Communication: **H.no 461 Renuka Galli, A/P: Sambra Belagavi.
tq/dist:Belgavi
Pin:591124
9591899884
9901124290
netrajap195@gmail.com**

Contact No:

Mobile No:

Email Address:



KodNest Technologies Pvt Ltd,

Above Domino's Pizza, 2nd floor Opp Gangotri Restaurant and uco bank,
8th Cross Rd, Maruti Nagar, BTM 1st Stage, Bengaluru, Karnataka - 560068.

20-May-2022

Sub: Offer Confirmation Letter

Dear Netraja 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 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 are 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 is selected through the CSR program and there are 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 3 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 the Company on account of breach of disciplinary policy, the Company will not be liable to pay any amount in lieu of notice.

9. Failing to accept this offer within 15 days, will void your seat and you will not be entitled to the free KodNest premium full-stack module course at kodNest.

The start day of your training will be the announced soon and request you to get a mail copy for reference purposes as this shall act as your entry card.

Kindly sign and return a copy of this letter.

We welcome and wish the best for your career.

Confidentiality policy

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

Regards,



Akash Pandey
CEO & Co- Founder

Accepted

(Signature of the Candidate)

ANNEXURE 1:

List of documents copy to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer, if you accepts it.

1. Education provisional certificate and mark sheets of the highest Qualification degree / professional qualification.
2. Two (2) passport size photographs
3. Copy of the PAN (permanent account number) Card, self attested.
4. Any Govt ID Proof - One copy.