



09 Mar 2022
 REP: FS/HR/21-22/203

Mr. Irfadal Haque C.T.
 Chappangalbil Theyyil House
 Kolappuram South,
 Malappuram, Kerala - 676305

Dear Irfadal Haque C.T.,
 Sub: Letter of Offer

With reference to your application and subsequent interview with us, we are pleased to offer you the position of Software Test Engineer Trainee at Feathersoft Info Solutions Private Limited, effective 9th March 2022. Your offer is subject to a positive background check.

You will be on probation for a period of 6 months, from your date of joining us. It may get extended by further period of 6 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

Your CTC including all benefits will be 2,75,200/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

You are to sign an employment contract and must adhere to all rules and regulations of the Employee manual. The employment contract contains clauses for Confidentiality, Non-Disclosure, Ownership of Business, covenant not to compete and not to disclose and Intellectual property rights, apart from other clauses. The same will be explained to you at the time of joining.

The Employee Manual will be your guide in the Feathersoft's rules, regulations by-law, procedures and policies and all changes made to the employee manual from time to time will be binding on you.

Kindly confirm your acceptance of this offer through Email. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. We look forward to an enduring relationship with you.

For
 Feathersoft Info Solutions Private Limited

Seema T.K.
 Manager - Human Resources



EMPLOYEES MUST SIGN AND RETURN THIS LETTER TO THE HUMAN RESOURCES DEPARTMENT WITHIN 48 HOURS OF RECEIVING THIS LETTER. THE COMPANY WILL NOT BE RESPONSIBLE FOR ANY DELAY IN THE PROCESSING OF YOUR APPLICATION.



SALARY SHEET - ANNEXURE 1

| Name: Irfadal Haque C.T. | | Designation: Software Test Engineer/Trainee | |
|---|------------------|---|-------------|
| Table 1: Compensation Details (All Components in INR) | | | |
| Components | Amount (Monthly) | Amount (Annual) | |
| A | | | |
| Earnings | 11,520.00 | 7,72,340.00 | |
| Basic Pay | 1,480.00 | 1,77,600.00 | |
| Others | | | |
| Total A | | 79,000.00 | 7,49,000.00 |
| B | | | |
| Retrival and statutory contribution | 610.00 | 7,320.00 | |
| ESI (Employer Contribution) | 800.00 | 10,600.00 | |
| Provision for Statutory Compliance | | | |
| Health Insurance | | | |
| Total B | | 1,410.00 | 18,480.00 |
| Total CTC Including Variable Pay(A+B) | | 11,930.00 | 7,57,480.00 |
| C | | | |
| Performance Pay | | | |
| | Amount (Monthly) | Amount (Annual) | |
| Monthly Performance Pay | 1,000.00 | 12,000.00 | |
| Quarterly Performance Pay | 400.00 | 4,800.00 | |
| Total CTC Including Variable Pay(A+B+C) | | 12,940.00 | 1,57,280.00 |

NOTE:

1. The salary detail is confidential and it shall not be shared or disclosed under any circumstances.



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