



WebWings

Enabling higher business outcomes  
with technology

WebWings/2020-21/Janmitha Bangera

Outcomes Driven Technology Implementation   
Business Application Development   
Enterprise Application Management   
Technology Infrastructure Management   
Technology Consulting

Date: 16-Mar-2021

Ms. Janmitha Smriti Bangera,

Dear Janmitha Smriti Bangera,

**Sub: Offer of Appointment**

We are impressed with your credentials and pleased to offer you an appointment in WebWings Global Solutions Pvt. Ltd. (hereinafter referred to as "WebWings" or the "Company" as the context may require), as a **Software Engineer - Trainee**.

Your "Annual Compensation" stack up is attached herewith as Annexure A. Your total compensation inclusive of all benefits will be **2,40,000.00 INR (Two Lakh Forty Thousand Indian Rupees only)** per annum and will be subject to a deduction of tax at source in accordance with the prevailing laws if applicable. Your training period will be for six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the organisation. At the end of the training period, your performance will be reviewed and your compensation and benefits will be then revised to a minimum of **3,00,000 INR** to a maximum of **4,00,000 INR** based on your performance. The designation will be changed to **Software Engineer**. You will go through an appraisal process at the completion of one year of service as Software Engineer and your compensation and benefits will be then revised eventually as well.

Upon joining the services of the company you are required to execute an Employment Agreement & indemnity bond governing the terms and conditions of your employment with WebWings.

You have been made an offer based on the information provided by you in your application form and CV. In case of any discrepancy / information found untrue, then the Company has the right to withdraw the offer / terminate the services during your employment without notice. Your employment with the Company can be terminated by Sixty (60) days notice in writing from either side, or Sixty (60) days pay in lieu of notice, as may be determined by the Company.

You are expected to join the service on **29<sup>th</sup> Mar 2021 at 11 am** in our delivery centre at the address given below.

**Business Unit Location:**

WebWings Global Solutions Pvt. Ltd.  
01-125, First Floor, Block L, Embassy Tech Village,  
Bellandur, Bangalore - 560102.  
Landmark: Opp. to Flipkart HQ within WeWork Building

Ph: +91-80-48722944 / +91-9486138873

**Report To:** Mr. Dinesh Mani +91 9486138873



*(Handwritten signature)*

**Principal**  
**A.J. Institute of Engineering & Technology**  
Mangaluru - 575 006

**WebWings Global Solutions Pvt. Ltd.**

01-125, First Floor, Block L, Embassy Tech Village, Bellandur, Bangalore - 560103, KA, India

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