



03 March 2023

Offer Letter

**Dear Nirmala NB,**

Congratulations! We are delighted to make you an offer as a **Junior Security Consultant** in **ActivBytes Technologies Private Ltd.**

**Here are the terms and conditions of our offer:**

**Joining**

Your effective date of employment with us will be considered from **06 March 2023**

**Location**

Your location of employment will be Trivandrum, India.

**Probation and confirmation**


You will be on probation for a period of three months from the date of joining with ActivBytes. Based on your performance, you could be confirmed, terminated or probation extended for a further period. On successful completion of your probation period, you shall be given a letter confirming you as a regular employee of the Company.

**Compensation and Benefits**

During the period of probation, you will be eligible for a fixed pay of Three lakhs and twenty-five thousand rupees (3,25,000) per annum. In addition, you may be entitled to a performance bonus as per the Company's current policy and subject to change in accordance to the circumstances at the discretion at the Organization's management. The performance bonus for any year shall be on your performance during that year. The company reserves the right to review and change the compensation based on your performance and meeting the requirements of the job.

**Notice period**

During the 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. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it

  
Signature of Employee