

28-06-2024

**Abhiram K R****Abhiramkr82@gmail.com****Offer Letter: Software Engineer, QuickMetrix**

Dear Abhiram,

We are delighted to appoint you as "Software Engineer, QuickMetrix" at Bengaluru. This has reference to your application and the subsequent discussions we have had.

Your expected start is in the July 01 2024 and you will report to Yajna.

This appointment is based on the terms detailed in this offer letter and annexure. Your monthly compensation will be **Rs. 23,000/- (Cost to Company – CTC)**. The Probation period will be of 6 months. Applicable TDS, deductions/contributions/statutory filings will be made as per the Laws of the Land.

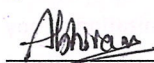
Please communicate your acceptance of this appointment letter, along with the supporting documentation mentioned in the Annexure. This offer letter is subject to a background check and verification of experience, conduct and educational credentials.

We wish you the very best in your career with us. Thank you on joining us on our exciting journey!

**FOR LIGHTHOUSE TECHNOLOGIES PRIVATE LIMITED****Vijay Kanchan**  
**Co-founder and Director**

Offer Acceptance: I understand and accept the terms listed in this offer letter and the annexure. Please sign a printed copy and send the scanned copy to [hr@quickmetrix.com](mailto:hr@quickmetrix.com).

Alternately, please send an email confirmation to [hr@quickmetrix.com](mailto:hr@quickmetrix.com) attaching this letter



Name:

Date: 28/6/2024

Location: Bengaluru

**Annexure: Terms of Employment**

Lighthouse Technologies Private Limited  
5 and 6 First Floor, Madhuvan 263 Dr. Annie Besant Road, Worli, Mumbai 400 030  
CIN U74999MH2015PTC267071

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

**A. Role**

Your assigned role is that of “**Software Engineer, QuickMetrix**” or as assigned by your Reporting Manager. The key responsibilities will include Software Design and Development, client interaction for onboarding and ongoing support as they leverage QuickMetrix, liaise with the client(s) and our internal team members, first level diagnosis & trouble shooting of issues faced, and any other responsibilities that may be assigned by your Reporting Manager from time to time.

**B. Probation and confirmation:**

The first 6 months of employment will be considered as Probation. On completion of your probation period, you will be reviewed for confirmation. Your RM may choose to extend the probation period.

**C. Notice Period:**

Minimum of 90 days (ninety) notice of Resignation. Any waiver of this is at the sole discretion of the company management. During the tenure of the employment with us, your services can be foreclosed without assigning any reason whatsoever.

**D. Salary and Appraisals:**

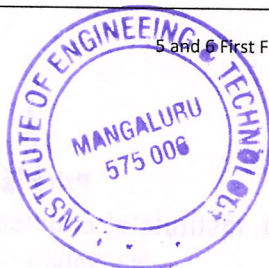
Your compensation (Cost to Company – CTC) is Rs. 23,000 (Rupees Twenty three thousand Only) per month. The compensation is subject to review at the discretion of the Company Management. Appraisals will be conducted as per prevailing company policies.

**E. Leave Policy and Holidays:**

On confirmation, you shall be entitled to 12 days per annum. The Leaves are allotted from January to December. Prior sanction of leave from your Reporting Manager is mandatory.

**F. General:**

- i. Timings will be as per our Bangalore office timings or as decided by your Reporting Manager(RM). As **discussed** in the interviews, this role is a six-day working week and would require working in **on weekends and public holidays**). You will be given additional allowances/ compensatory leave as decided by your RM. As a professional, it is expected that that you will work to fulfill all internal and client related commitments or as assigned by your RM
- ii. The designation and role issued to you is subject to change depending on work assignment from time to time.
- iii. Personal particulars (age, address etc) mentioned in any Government issued document like AADHAR, Passport will be deemed to be conclusive proof of your date of birth, address etc.
- iv. **Confidentiality:** As a key team member, you would receive information that is private and confidential to the organization. These could be related, but not restricted to, internal working and processes, plans, product details and roadmap etc. The disclosure of any such information outside the organization at any time may be prejudicial to and harm the interests of the company. You agree not to disclose any privileged information which has come to your knowledge during your tenure of service, even after your employment ceases.





You agree that you will not disparage/defame or encourage others to disparage/defame the company, during or after your employment.

- v. **Non-Compete:** You will not take up a position in any organization that competes with Lighthouse Technologies for a period of 18 months after your last working date with the organization.
  - vi. **Intellectual property:** Any contribution by way of ideas, processes etc that to the Company made by you, in the course of your employment will be the exclusive property of Lighthouse Technologies Pvt. Ltd.
  - vii. As deemed necessary by the company, you may be transferred to another location or take up out-location assignments.
  - viii. Please abide by the prevailing rules, regulations and policies of the company.
  - ix. The work location may change depending on the organization's needs and/or responsibilities assigned.
  - x. Please email [hr@quickmetrix.com](mailto:hr@quickmetrix.com) and [finance@quickmetrix.com](mailto:finance@quickmetrix.com) confirming your acceptance of our offer along with this appointment letter, scanned copies of your updated CV, PAN Card, AADHAR Card, Education Certificates (Graduation and higher), Experience Certificates, Bank Details (cancelled cheque). Please also mention your Current and Permanent addresses with Emergency contacts.
- G. All terms of employment are subject to revision as per the prevailing rules and policies of the Company or as decided by the Management.**



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