



Date: 07/06/2024

## Offer Letter

To,  
**Shreesha**  
Mangalore

Dear Shreesha,

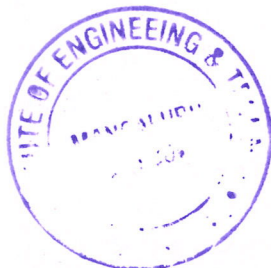
On behalf of **NaVinod Technologies LLP (Aykan®)** we take great pleasure in offering you the position of **Trainee Software Engineer**.

We would like you to join us on **June 10<sup>th</sup> Monday 2024**. Your current location of work will be Mangalore. The appointment is terminable on giving written notice of 60 days by either side or salary in lieu of notice. Your target compensation will be **Rs. 3,50,005/- (Three lakh fifty thousand and five rupees) per annum**.

In the first instance you will be on probation for a period of six months from the date of your joining. Whereafter the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

**Performance Appraisal:** All employees who join on or before July 15th will be eligible for the next Performance Appraisal in April. Your eligibility for a compensation changes within the first year of joining will depend on performance and relative position within the compensation band for your role. Compensation details are confidential and not to be disclosed to any person other than your immediate manager.

This offer of appointment is valid up to a period of three days from the date of this letter. You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of service at any time. Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other branch, location, Department, and establishment of the Company in India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.



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