March 8, 2019

Bhavya Jain
Udaipur (Raj.)

Dear Mr. Jain:

Having reviewed your educational and other credentials, and discussed our requirements with you, we are happy to offer you full-time employment with AppPerfect. Details of the offer are as follows:

1. Employment Agreement – reviewing and agreeing to AppPerfect's "Employment Agreement for Technical Employee".

2. Designation – Your designation will be that of a **Software Engineer**.

3. Job Duties – As a Software Engineer, your primary duties include, but are not limited to, the following:

Develop, enhance and maintain software programs. Develop new modules based on provided specifications. Enhance existing modules with new features. Fix bug and provide general maintenance of existing program modules. Additional duties include interacting with customers to resolve implementation issues and write and review product documentation.

4. Compliance – While working at AppPerfect, you agree to comply with all company rules, policies and standards.

5. No Conflicts – You agree not to undertake employment, whether full-time or part-time, as a Director/partner/member/employee of any other organization or entity engaged in any form of business activity without the written consent of AppPerfect.

6. Salary – Your CTC will be Rs. 4,20,000 per year. Salary will be paid monthly. Break-up of salary is mentioned below:

Basic Salary	3,23,100
HRA	96,900
Cost to Company (CTC)	4,20,000

7. Deductions – Tax will be deducted from your paycheck as per government regulations.

8. Holidays and Leaves – You will be entitled to 5 days of paid leave during your first year of employment. For second year and thereafter, you will be entitled to 10 days of paid leave per year. You are entitled to encash any unused paid leaves at the end of your employment year. These paid leaves are in addition to customary national holidays observed. You will be provided with the list of holidays on your first day of employment.

9. Work hours – Your manager will work with you to define your normal business hours.

10. Training – You will undergo AppPerfect training for 30 days from the start date of employment.

11. Service Agreement – As AppPerfect will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve AppPerfect for a minimum period of 1 year after joining.

12. Termination – After successful completion of 1 year of service agreement, you may terminate employment without cause with a 60 days notice.

AppPerfect may terminate your employment ANY time (including the 1 year service agreement period) with or without cause or notice.

13. Start Date – Your start date will be 18th March, 2019.

14. Document Verification – On the first day of employment, please bring along all documents, in original, that verifies your age, qualification and work experience. Additionally, you will be required to submit a Police Verification Certificate.

15. Acceptance – To accept this offer, review this offer letter, sign and return us the document.

Feel free to contact me if you have any questions. We look forward to working with you.

Best Regards,

Sandeep Kagdada
Manager Operations
AppPerfect

I ACCEPT

_____
Signature

_____
Name

_____
Date