

March 5th, 2018

Tejal Nalwaya  
House No. 17, Mehta ji ki Kirkhi  
Maldas Street  
Udaipur - 313001  
Rajasthan

Dear Tejal,

arroWebs Solutions Pvt. Ltd. is pleased to offer you an appointment as *trainee* (Development). We trust you will treat the existence and details of this offer with utmost confidentiality.

arroWebs has extended this offer to you based on your general knowledge, education, qualifications, aptitude and skills as were apparent during our assessment and as presented by you. As a condition of employment at arroWebs, you will be required to sign a Memorandum Of Understanding (on the day of joining) in which you agree among other things, not to disclose to anyone outside The Company or use for any purpose other than your work for The Company any confidential or proprietary information or trade secret.

Details of your emoluments, benefits and employment particulars are enclosed. You will be allowed paid vacations (leave) as per the prevailing policies at arroWebs.

Our current performance review process provides for a yearly merit increase opportunity, and any increase would be based on the performance. Your first salary review will be determined on the completion of three months of training. Any subsequent salary review will occur according to the performance review timetable in place for arroWebs employees at that time.

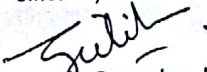
This offer is valid only if you are able to start your services on March 7th 2018, 11.00 AM at our office and is contingent on your providing us with acceptable proof of your identity, age, education, qualifications and experience. Your appointment and your continuation in employment is subject to your being found medically fit. Any change in the permanent or local address during the period of employment must be notified immediately to the Company.

This appointment is made relying upon the information furnished by you. If any information is found to be incorrect or any action on your part is found to be in contravention of the conditions stated herein, the organization will have the right to terminate your services at any time without notice.


Please sign and promptly return a copy of this letter and its enclosures as a token of your acceptance of this offer and related terms and conditions as referred herein.

We feel that you will make a substantial impact on the future direction and success of arroWebs. We look forward to your joining us.

Sincerely

  
Geetika Ramachandran  
Chief Operations Officer

Enclosure:  
Annexure 'A'

Acceptance:

Tejal Nalwaya
Date: March 5 <sup>th</sup> , 2018

**Annexure 'A'**

Emoluments offered by arroWebs Solutions Pvt. Ltd:

**Stipend during 3 months training period – INR 8000 monthly**

**Package offered after 3 months training – Between 2 to 2.5 lakhs yearly**

Yearly Increments will depend upon your overall performance which will be reviewed every year or per the prevailing policies at that time.

You need to present the following documents on the day of joining:

- Acknowledgement letter from the college
- ID Proof i.e. Driving License/Passport/Aadhar card
- Address proof
- Date of birth proof – (Mark Sheet of class 10th)
- Mark sheet of class 12th
- BTech Degree / last SEM mark sheet
- PAN card copy
- Agreement on stamp paper

Please bring the original documents as well.