



SPCL INFOTECH SERVICES PVT.LTD

Seeha Plaza, Office No-7, 2nd Floor, Mumbai Bangalore Highway Near
Church, Warje, Pune-411058
spclhr@spclinfotech.com

OFFER LETTER

DATE: 8th July 2022

Dear Mr. Manar Rehan Isub

We are pleased to welcome you to SPCL Infotech Services Pvt. Ltd. in the capacity of **Jr Software Developer**. The Position will be based in Pune. Please note that the employment terms contained in this letter are subject to the company policy conditions.

1. APPOINTMENT -

Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 15 days after the declaration of final year result. Your appointment is subject to you successfully clearing all subjects of your degree. You will be on probation for a period of six months from the date of your joining. If in the opinion of the company you are found suitable in the appointed post, you will be confirmed. You may be kept on hold for joining to the company which depends upon the availability of the projects as per your specialty in domain.

You will be liable to be transferred in such capacity as the company may, from time to time, determine to any other locations, departments, function, establishment, or branch of the company or subsidiary, associate or affiliate company. In such a case you will be governed by the terms and conditions of service applicable to the assignment.

You have to visit the office/company to laboratory colleges, institutions or any other such category in or out of Pune for work related to software development, training, teaching, etc. assigned to you by company.

2. COMPENSATION -

Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period of other relevant criteria. Your individual compensation is a confidential matter and you are expected to discuss the same only with your Manager and concerned HR. You are advised not to compare salaries amongst colleagues as any grievance raised based on that may not be entertained.

CTC (net of company) will stands for 2.0 LPA.

3. RESPONSIBILITIES -

In view of your position, either in office or outside, you must be effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours in addition to be on holidays, achieve the above whenever the job so requires.