

04-March-2021

Dear Saikiran,

Congratulations on being selected for the position of Software Engineer Trainee.

It should make you feel extremely proud and special that you have been chosen from several applicants who underwent a unique process of skill assessment.

This is an intent to offer you formal employment with our organization subject to successful completion of your coursework and becoming eligible for your degree.

Your formal joining date will be Tuesday, 1st June 2021. We have organized pre-onboarding orientation and detailed training sessions beginning Wednesday, 7th April 2021. It is mandatory for you to attend the same.

Full attendance and successful completion of the training program is a necessary condition for your formal induction into the organization.

It is critical that you use this opportunity to upgrade your skills and prepare yourself to ensure a smooth start as you commence your career with Softura. Softura attaches a lot of importance to learning and skill development and as you begin your journey this is the first significant step in that direction. You are also encouraged to sharpen your skills and undertake new learning in order to be well prepared as you step into a rapidly transforming and knowledge intensive industry.

Softura recognizes that the transition from campus to corporate is a special phase in your life. We understand you will need help and are happy to inform that you that a key member of the Softura team will be assigned as a Mentor to guide you.

Please note that in the event you fail to join us on 7th April 2021, this offer will stand automatically withdrawn without any further obligation from our side.

Softura believes in fair pay policies and the attached table gives details of your compensation covering the first 24 months of your tenure.

Softura Private Limited

Plot no:1, Sidco Industrial Estate, Olympia Tech park, Fortius block 7th floor, Guindy, Chennai - 600032.
Phone: 044- 48689201-202-203-204. www.softura.com

Description	Rupees (in INR)	Comments
Pre-Onboarding Stipend	15,000	This covers the period of your training commencing 7 April 2021. This will be payable along with first month's salary in June 2021
Value of salary from 1st June 2021 to 31st May 2022	3,00,000	INR 25,000 every month
Value of lump sum Performance Incentive	50,000	Payable with June 2022 salary if employee rating meets or exceeds expectations
Value of salary from 1st June 2022 to 31st May 2023	3,60,000	INR 30,000 every month
Value of lump sum Performance Incentive	75,000	Payable with June 2023 salary if employee rating meets or exceeds expectations
Value of Total compensation for first 24 months	8,00,000	All payments subject to being on company rolls at the time of payout

Your place of work will be from the company's premises in Chennai. However, there will be occasions when need for remote connectivity may arise. You are expected to ensure that you have access to proper power supply and good quality hi-speed broadband connection in your place of residence. This is an essential pre-requisite for employment with Softura.

The terms of this Letter of Intent shall be kept confidential and are not to be disclosed or shared with any third party.

On behalf of the management, I extend to you a warm welcome and look forward to a mutually beneficial and enduring relationship.

Wishing you Best of luck.


 Ms. Bilahari Balasubramanian,
 Manager – Human Resources
 Softura Pvt Limited

I, Kondreddy Saikiran Reddy confirm that the contents of this letter have been explained to me and by signing below I confirm acceptance of the terms.

Name: Kondreddy Saikiran Reddy

Date: 4-03-2021

Signature: 

Place: Chennai