



# Terasoft Technologies

www.terasoft.in

To,

Date: - 28<sup>th</sup> Feb 2020

Dear Rutuja Patil,

We refer to your application for employment and the subsequent interview you had with Terasoft Technologies. We are pleased to make you an offer of employment with Terasoft Technologies on the following terms and conditions.

- a) Role: Tester
- b) Date of Joining: 02<sup>nd</sup> March 2020
- c) Location of Posting: Ahmednagar
- d) Salary Package: As per Annexure-A

## 1. Shifts and Skill Allowance

You hereby agree to the allowance as applicable to the skill and shift in the process you are assigned to. Change in your process skill or shift would result in change in your allowance and compensation.

## 2. Training Period and Process

You may be required to undergo training programs, each lasting for a minimum period of 3-4 weeks, during your employment with the Terasoft Technologies. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team as per the Terasoft Technologies decision. Upon failure to complete a training program, the Terasoft Technologies is free to take suitable action as it deems fit which can include termination of your employment.

## 3. Probation Period

You will be on probation for a period of six months. The period of probation can be extended for further period at the sole discretion of the Terasoft Technologies.

## 4. Violation of Contract Period

As an employee of Terasoft Technologies, you will not be able to leave our service before completion of Period of eleven months, in case you decide to leave our services you will have to pay Terasoft Technologies the amount equivalent to salary of the Period of complete eleven months. Please note that acceptance of payment in lieu of notice period is at the Terasoft Technologies discretion. Similarly, the company can terminate your services by giving one day notice at the sole discretion of the company.

Notwithstanding the above, in the event of your violation of the code of conduct and the Disciplinary policy of the Terasoft Technologies, or if you are under a Performance Improvement Plan, the Terasoft Technologies can terminate your services without any notice.

Salary for this purpose of this section will be decided by Terasoft Technologies at the time of termination.

## 5. Transfer

You can be transferred to any of our units/departments of affiliate entities situated anywhere in India or abroad. On such transfer, compensation applicable to the specific location/unit/department or affiliate entity will be payable to you.

## 6. Relocation Benefits

As per Terasoft Technologies policy you will be entitled to relocation benefits at the time of joining the Terasoft Technologies and subsequently, if your services are transferred to another location. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Terasoft Technologies.

Reg. Office:- Shivanand, Vedantnagar, Savadi



PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar