

10 December 2019

Offer ID: LOA/IND/2019/354

Subject: Appointment Letter

Dear Hemant Kulkarni,

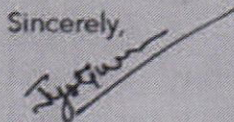
With reference to your application and subsequent discussions, we are pleased to appoint you in the role of Software Engineer, at ZiMetrics Technologies Pvt. Ltd., Pune.

Following are the key terms of your offer:

- Department: Engineering
- Role: Software Engineer
- Grade: Software Engineer - 1
- Date of Joining: 10th Dec 2019
- CTC : Three Lakhs and Sixty Thousand per annum (3.6 LPA).
- Appraisals: At Annual anniversaries, from date of your confirmation.
- Probation Period: 6 Months
- Notice Period:
 - During Probation: 2 months
 - After Probation: 3 months
- Rules, Regulation : You will be required to comply with company's policies that will govern all HR aspects. These will be revised and published from time to time.
- Confidentiality: You will be required to observe complete confidentiality with respect to all technology, intellectual property, trade and business affairs of the company and its customers.

I look forward to having you in the team and wish you great success at ZiMetrics.

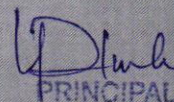
Sincerely,



- Jyoti Verma



Director-HR, Admin & Compliance.- ZiMetrics Technologies Pvt Ltd


PRINCIPAL

Dr. Vitthalrao Vithe Patil
College of Engineering
Alandi, Dist. Solapur