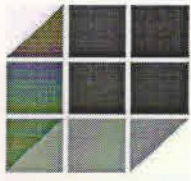


## LETTER OF OFFER



C T L

CINIF TECHNOLOGIES LIMITED

DATE:

19 DEC 2018

19/DEC/2018

BATCH: 2019

FROM:

ORIGINAL

CINIF TECHNOLOGIES LIMITED

REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS,

(GOVERNMENT OF INDIA)

HEAD OFFICE: CTL, PLOT NO – 14, OPP – INFOSYS, IT PARK

CHANDIGARH 160101 UT INDIA, CIN: U72300CH2014PLC035062

2018-19

251



TO:	SUBJECT:	DATE & SERIAL:	CONCERN DEPARTMENT:
RAHUL KUMAR	LETTER OF OFFER & ACCEPTANCE	2018 – 2019 / 251	HUMAN RESOURCES DEPARTMENT
FATHER NAME: RAM SEWAK PRASAD		19/DEC/2018	+91 172 4067575, +91 9888454590

Dear Concern,

Thank you for exploring career opportunities with CINIF Technologies Limited (CTL). You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance in the selection process. You have been selected for the position of Graduate Trainee Engineer – Telecom. Your gross stipend for Probation period as per JD will be 10,000/- INR per month + TA (Onsite as per actuals) as per the terms & conditions set out herein. The gross stipend mentioned above is inclusive of the Variable allowance becoming effective upon successful completion of the Initial Training Programme.

- You will be on probation of 6 months from the date of Joining. If considered necessary (As per Your Performance Report), the period of probation may be extended up to 3 months only by the management at its sole discretion without assigning any cause or reason. During the period of probation, your services can be terminated with or without reason. Furthermore, refusal to work at an allotted site/location or uninformed absenteeism for more than 3 days can lead to your termination without any notice.
- If the Candidate Resigns before Completion of the training period due to any reason, the full amount of bond will be forfeited by the Company.
- The liability of the company for the employee in all respects shall start from the date of Joining i.e. the date of certification of employee from the HR and concerned department after training period.
- Salary Revisions and increment are subject to the performance of the candidate as per assigned project by Senior from Concerned department.
- As per norms, 30 days are required as an intimation period before leaving the Company, if not, company can hold or lieu the current month's salary.
- The Salary details are CTC as per in Annexure - A. All deductions are required by the law of the land (India & States), shall be deductible from the mentioned CTC. The assigned goals are mandatory to fulfill for the Justification of per month remuneration from the company.
- In case of upward revision in salary structure by the Government of India, same shall be implemented by the company as per directive from the Government of India.
- You are required to join your training on or before 15 JUL 2019, 10:30 AM at Chandigarh Head Office. Or at such date, time and place may be further informed to you by the company at your submitted contact details. In case of your inability to join by the given date this offer shall stand cancelled. Please submit the self attested copy of following original documents for our verification and official records:
  - Photocopies of academic & professional qualifications and matriculation certificates along with original.
  - Laptop & Data Card (Mandatory).
- During training period of 30 days, no stipend and other benefits of company will be provided except T.A.
- After non-payable training stipend of 10,000 INR per month (deduction of Govt. taxes as applicable as per Annexure -A) will be provided to you.
- You have to sign a bond for 18 months (Agreement as applicable from the Training Period) with company and other Formalities of joining on the day of induction as per terms & conditions.
- Your work location will be PAN INDIA. (WHERE PROJECTS ARE RUNNING UNDER EXPERT TEAMS).
- Training period is Non-payable as described earlier in your LOI/Offer Letter issued by Company.
- There will be 24\*7 working shifts as per requirement of company.
- Bond (agreement) duration will be 1.5 years or 18 months i.e. the amount of bond is refundable after completion of 1.5 Years.
- Employee will be bound to complete their task assigned by senior / concern department of the company from time to time, if He / She fails to complete given tasks, then company has right to hold / forfeit their salary as well in lieu for non-performance.
- If due to any reason He / She is not able to join or He / She resigns / absconds from the company or vice-versa before above said period, the total sum of their security will become forfeit or non-refundable to candidate. Moreover, any Unofficial activity by Candidate /Theft of Data or Tools, shall enforce to the company to take any legal actions against them.