

EMPLOYMENT OFFER AGREEMENT

AGREEMENT CUM OFFER LETTER OF **Mr. Jithendiran E K**

THIS AGREEMENT is made on the 01 Dec, 2021 between Calibrant Technologies, a company registered under the Companies Act, 1956 and having its registered office at TICEL Bio Park, II Block, 5th Floor, CSIR Road, Taramani, Chennai, Tamil Nadu 600113.

(hereinafter called the “Company”) of the one part

AND

Mr. Jithendiran E K resides at 92.N, Saranam Ayyappa Nagar, Kovil vazhi Road Tiruppur Tamil Nadu IN (hereinafter called the “Employee”) of the other part.

WHEREAS

The company is desirous of appointing Mr. Jithendiran E K as an Associate Software Developer and the Employee has agreed to the terms and conditions outlined here below.

NOW, THIS AGREEMENT WITNESSES as follows:

- The said, Mr. Jithendiran E K is hereby appointed as the Associate Software Developer of the company and he/she will be employed in the said office, subject to the provisions made hereinafter, for the term of TWO Years from the date of this agreement. As an assurance, you will be vowed to pay Rs.50,000/- for the cost incurred by the Employer in respect of process of selection, training, and Stipend paid during your probation if you're leaving the company in between the years mentioned.
- Your monthly salary package will be as per the Annexure I. Based on the periodic reviews your compensation package may differ as per the compensation policy applicable to other employees of your category in the respective department.
- The Employee shall perform such duties and exercises such powers as may from time to time be assigned to or vested in him/her by the Management of the company.
- The Employee shall unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
- A notice of 3 months is required during the service of your employment with the company to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 3 months. The notice period is considered to start from the point the termination letter is received by the manager. However, when situations warrant, as in the case of breach of policies, the company may have decided to terminate the contract with immediate effect.

- The Employee shall obey the orders from time to time of the company's management in all respects, conform to and comply with the directions given and regulation made by the Management. He/She shall and faithfully serve the company to the best of his abilities and shall make his utmost endeavors to promote the interests of the company.
- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him/her. The company can terminate your contract any time if you Commit any material or persistent breach of any of the provisions contained. Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

Date :

Applicant Signature,



Annexure I - Compensation Details

Salary Structure

EARNINGS	MONTHLY (INR)	YEARLY (INR)
Basic	16,666.67	2,00,000.00
Conveyance Allowance	1,600.00	19,200.00
HRA	8,333.33	1,00,000.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	1,000.00	12,000.00
Travel Reimbursement (LTA)	2,500.00	30,000.00
Special Allowance	1,983.33	23,800.00
TOTAL EARNINGS (A)	33,333.33	4,00,000.00
DEDUCTIONS	MONTHLY	YEARLY
PF Employee	1,800.00	21,600.00
PF - Employer	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	3,600.00	43,200.00
TOTAL (A-B)	29,733.33	3,56,800.00

Note: You will receive a salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Date :

Applicant Signature,