



29<sup>th</sup> July, 2021

**Saurav Kumar Tiwari**

S/O Madhusudan Tiwari,  
C/O- Ward no.4, Shambhuchak, Sambu Chak,  
East Champaran, Bihar-845413  
[tiwarisrv8084@gmail.com](mailto:tiwarisrv8084@gmail.com)

**Dear Saurav,**

We are pleased to offer you a full-time position with Advance Solutions Corporation ("Advance Solutions") as **Junior Technical Consultant** on the following terms and conditions:

1. **Start Date:** The start date of your employment will be **Aug 9th, 2021**.
2. **Compensation:** This will be a paid training and your stipend will be **Rs. 15,000** Monthly.
3. After the training, you will be appointed with the position of **Technical Consultant** and your minimum CTC Annual Salary Package will be Rs. 3,00,000. The final CTC Annual Salary Package would be decided based on your performance during training.
4. **Paid Time-Off:** During training period you will be eligible for one (1) paid time off per month that you may avail within the month or it will expire. After completion of training, in accordance with Advance Solution's policies, you are eligible for the following paid time off on a calendar year basis:
  - Personal Leave Days
  - Sick Days
  - Observed Holidays (as observed by the client)
5. You shall not have the right to make any contracts or commitments for or on behalf of Advance Solutions without first obtaining the express written consent of from Advance Solutions management.
6. **Term of Employment/Termination:** Your employment will commence on your start date and shall continue in force and effect for an Initial Term of two years, unless terminated sooner or extended as provided by the terms of this Offer Letter. This Offer Letter shall be subject to automatic renewal on a year-to-year basis thereafter. You will be bound to be with the company to finish your job responsibilities for period of two years unless under certain circumstances, both you and company agrees to terminate the employment contract by giving three months written notice. The penalty to not complete the bond period is equivalent to 6 months of salary deduction. After the bond period, ninety days (90) days' notice of intent not to renew this Offer letter or intent to terminate this Offer Letter /your employment should be provided. Advance Solutions may terminate this Offer Letter/your employment immediately (without notice) for Cause. "Cause" is defined as: (i) any material breach by you of this Offer Letter; (ii) your repeated failure or refusal to perform any material duties of your position; (iii) your gross negligence or willful misconduct in performing any of your duties; (iv) your conviction of or pleading guilty to any crime involving theft, embezzlement, or that constitutes a felony in the jurisdiction involved; or (v) Poor Job performance.