



Date: 29th August, 2022

Name: Md Shadab Alam

Address: s/o: Md Naziruddin, 58, Doctor Danga, Puruliya (M), Puruliya, West Bengal - 723101

Offer Letter

With reference to our discussions, we are pleased to offer you an appointment in our organization as **Intern - Marketing**.

You will be entitled to emoluments as per **Annexure A** hereto. If you accept this offer, your start date will be **03rd October 2022**. Your initial place of posting will be at **"108 building, next to Shekhawati Furniture, 3rd Floor, Start Up Huts Building, 27th Main Road, HSR Layout, Sector 2, Bangalore, Karnataka - 560102"**

Please bring along with you the following documents at the time of joining:

- (i) Certificate in support of your date of birth and educational/professional qualifications.
- (ii) Certificates in support of your experience including relieving order from your present employer, if applicable.
- (iii) Copy of Pan Card & Aadhaar Card.
- (iv) Documents for Bank Account and Address Proof.
- (v) **NOTE:** -Either of the above any of the original documents is a must.

In this regard, please note that in the event any information/ detail submitted/ shared is found to be incorrect or misrepresented by you, this offer (or engagement thereafter) shall stand revoked without any further action/notice and, or obligations to the Company.

Please note that this offer is contingent upon:

- (i) Receipt of the aforementioned documents/information.
- (ii) Completion of a satisfactory background and reference checks.
- (iii) Execution of an employment agreement and other related documents as maybe prescribed by the Company.
- (iv) Completion of the on-the-job training.



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Further, you will be on internship for a period of two months from the date of joining ("**Internship Period**") and your employment will be confirmed subject to your completion of the internship Period to the satisfaction of the Company. For the first six months from your date of joining, the Company shall have the absolute right to terminate your engagement without notice and, or cause if the management get to know that he/she has involved in any wrong work. During this period, you will be paid **Rs.10,000 + incentives add ons**.

The employee is liable to complete his/her daily targets and monthly targets and the company will decide to increase or decrease the revenue based on the employee performance. The company has full rights to deduct the compensation if the employee is unable to generate the revenue as per given by the company norms.

During the period of your employment with the company, you may terminate your engagement subject to a 30 (thirty) days' notice period, failing which the Company shall have the right to make proportionate deductions from the salary owed to you by the Company. The management reserves the right to terminate your employment with/or without notice. Within the stipulated time if the employee is leaving the company without intimation the employee bound to pay 30,000/- (in between internship period).

Upon successful completion of the internship period, you shall be required to sign the employment agreement at the time of joining the organization and shall be appointed as "**Marketing Executive**" on an Annual gross salary of INR 3 LPA + **Incentives add ons**.

You will report directly to the concerned Manager.

Your work is intended to provide working as per the requirements during your tenure; specific target variants will be assigned. In this even, if the given work has not completed then it might affect the compensations.

Discipline needs to be maintained with utmost professionalism.

•During the Internship period, Company do not entertain any leaves apart from medical and official holidays and Sunday's (which the company provides every week).

•The **MI** role is purely related to having realistic hands-on experience for the Revenue, Business Development and Marketing domain.

• In the Internship period there will no leaves applicable for the employees , except on company holidays

• This work comprises of dealing with important data and sensitive information and records which needs to be maintained with secrecy. Any sort of data sharing by any means is strictly prohibited. It is expected from the employee to maintain that benchmark of professionalism and integrity. In case, you're found guilty legal


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actions will be taken against the employee

•Starting ten days of training period is purely unpaid but if you hit the sales floor in between ten days your compensation can be calculated from that day itself. This training is purely related to have experience on a real-time basis. Hence, it is expected from each and inducted to impact this aspect of learning through this training program.

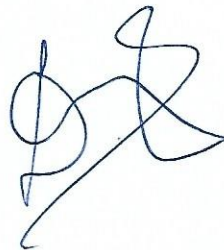
We would like to have your response by **31th August 2022**. In the meantime, please feel free to contact me via email at hrooha@thetechdestiny.com or phone at **7022625644**, if you have any queries.

In the event you fail to share the signed copy of this Offer Letter on or before the stipulated date, we may withdraw the offer without any further reference to you.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer.

All the Best....!

M Ooha
Executive- Human Resource
Techiespire Pvt Ltd



Md Shadab
Full Signature with Date



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