



NETWIN INFOSOLUTIONS PVT. LTD.

Plot No. IT 29/5, IT Park, Opp MIDC Water Supply Office, Ambad Link Road,
MIDC, Ambad, Nasik - 422010 Ph. : 0253 - 6651500 / 501. Website : www.netwininfosolutions.com

Regd. Off: 67-71, 3rd Floor, 'A' Wing, Satyam Arcade, Pune Ahmednagar Road, Ramwadi,
Vadgaonsheri, Pune - 411 014. Phone: (020) 26633546 / 26633142

Employment Offer

Date: 30th June 2023

To,

Mr. Omkar Kishor Lande,

Nashik.

Sub: Offer Letter for the post of Jr. Software Engineer.

Dear Mr. Omkar,

With reference to the interview, you had with us on **05th November 2022**, we hereby offer you the post of **Jr. Software Engineer** with our Organization. You should join Netwin latest by **03rd July 2023 at Nashik by 10.00AM**. Your job location will be **Nashik**.

You will be governed by the rules and regulations of the Company. You will get the **Letter of Appointment** after receiving your acceptance of this offer letter and the necessary documents as mentioned in this letter.

You will be paid gross emoluments as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

This Offer Letter is subject to the following conditions:

Netwin should receive your acceptance letter within 2 days of issue of this letter.

- You should submit a copy of your Resignation Letter given by your current company to Netwin, latest by **02nd July 2023. (If Applicable)**
- You should submit the following documents to Netwin by **02nd July 2023**.
 1. Photocopy of your passing certificates (Including SSC, HSC, BSc/BE, PGDCA)
 2. Photocopy of Aadhar Card & Electricity Bill.
 3. Photocopy of Driving License & PAN Card.
 4. Four Passport size photographs with red background.
 5. You should submit any one original mark sheet of SSC / HSC / Diploma/Degree to Netwin for 3 Months.



NETWIN INFOSOLUTIONS PVT. LTD.

Plot No. IT 29/5, IT Park, Opp MIDC Water Supply Office, Ambad Link Road,
MIDC, Ambad, Nasik - 422010 Ph. : 0253 - 6651500 / 501. Website : www.netwininfosolutions.com

Regd. Off: 67-71, 3rd Floor, 'A' Wing, Satyam Arcade, Pune Ahmednagar Road, Ramwadi,
Vadgaonsheri, Pune - 411 014. Phone: (020) 26633546 / 26633142

Documents provided by you will be verified and if there is a discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment. In case if you fail to comply any of these above, this Offer Letter will automatically canceled. Please send your acceptance through mail.

Thanking you,

For Netwin Infosolutions Pvt. Ltd.

Director



NETWIN INFOSOLUTIONS PVT. LTD.

Plot No. IT 29/5, IT Park, Opp MIDC Water Supply Office, Ambad Link Road,
MIDC, Ambad, Nasik - 422010 Ph. : 0253 - 6651500 / 501. Website : www.netwininfosolutions.com

Regd. Off: 67-71, 3rd Floor, 'A' Wing, Satyam Arcade, Pune Ahmednagar Road, Ramwadi,
Vadgaonsheri, Pune - 411 014. Phone: (020) 26633546 / 26633142

Annexure – A1

(First Year Salary Breakup)

Netwin Infosolutions Pvt. Ltd.							
Offer Details First Year							
First 6 months			Next 6 months			Allowances and Perks	
Salary(F)	19000		Salary(F)	22000			
Salary(V)	3000		Salary(V)	5000			Annual
	Monthly	Half Yearly		Monthly	Annual	PF (Employer Contribution)	11808
Basic	7600	45600	Basic	8800	52800	Bonus	7000
HRA	4560	27360	HRA	5280	31680	Gratuity	4730
Education	3420	20520	Education	3960	23760	Leave benefit	18900
Conveyance	3420	20520	Conveyance	3960	23760	Medicclaim	3700
Variable	3000	18000	Variable	5000	30000	Medical reimbursement	1500
Gross Salary				294000		Total Allowances & Perks	47638
Annual CTC				341638			

Annexure – A2

(Second Year Salary Breakup)

Netwin Infosolutions Pvt. Ltd.					
Offer Details Second Year					
Salary(F)	26000				
Salary(V)	8000				
	Monthly	Annual		Monthly	Annual
Basic	10400	124800	PF (Employer	1248	14976
HRA	6240	74880	Bonus		7000
Education	4680	56160	Gratuity		6000
Conveyance	4680	56160	Leave benefit		18200
Variable	8000	96000	Medicclaim		3700
			Medical reimbursement		1500
Gross Salary		408000	Total Allowances & Perks		51376
Annual CTC				459376	



NETWIN INFOSOLUTIONS PVT. LTD.

Plot No. IT 29/5, IT Park, Opp MIDC Water Supply Office, Ambad Link Road,
MIDC, Ambad, Nasik - 422010 Ph. : 0253 - 6651500 / 501. Website : www.netwininfosolutions.com

Regd. Off: 67-71, 3rd Floor, 'A' Wing, Satyam Arcade, Pune Ahmednagar Road, Ramwadi,
Vadgaonsheri, Pune - 411 014. Phone: (020) 26633546 / 26633142

CTC Breakup:

2 Years Salary Distribution	
1st year CTC	341985.00
2nd year CTC	459376.00
Loyalty Bonus	100000.00
Total CTC	901361.00

*Bonus paid only once a year as per company policy.

*Bonus amount given is based on what was given last year. This amount may change based on the bonus % declared this year".

*Agreement Amount Annualized will be only payable once after completing 2 Years of Service in the Company.

Total CTC: Rs. 901014.00/- (For 2 Years)



NETWIN INFOSOLUTIONS PVT. LTD.

Plot No. IT 29/5, IT Park, Opp MIDC Water Supply Office, Ambad Link Road,
MIDC, Ambad, Nasik - 422010 Ph. : 0253 - 6651500 / 501. Website : www.netwininfosolutions.com
Regd. Off: 67-71, 3rd Floor, 'A' Wing, Satyam Arcade, Pune Ahmednagar Road, Ramwadi,
Vadgaonsheri, Pune - 411 014. Phone: (020) 26633546 / 26633142

Annexure – B

Standard Conditions of Employment

1. You would follow the Standard Conditions of Employment of the company. The Standard Conditions of Employment will relate to various matters relating to your working with the Company, including hours of work, holidays, leave, code of conduct, confidentiality policy etc.
2. The Standard Conditions of Employment may be changed by the Company from time to time at the sole discretion of the Company and such changed Standard Conditions of Employment shall become applicable to you forthwith, upon issue of notice for the same.

Representations

3. You hereby represent that all the contents of your resume, testimonials, references, previous employment details and other information furnished by you are true and accurate.
4. If any of the above particulars are found to be incorrect or misleading in any way, the Company shall have the right to terminate your employment forthwith, without the requirement of providing you any notice or compensation in lieu thereof.

Whole Time Employment

5. You shall be a full-time employee of the Company and will devote your professional energies entirely towards the conduct of your duties under your employment with the Company.
6. During your employment with the Company, you shall not simultaneously engage yourself in any other gainful or commercial activity (other than normally acceptable personal investment activity), business or professional activity, whether part-time or full-time, or directly or indirectly.

Compensation

7. Your compensation is based on your qualifications; skill sets and overall experience. Therefore, the compensation payable to you by the Company is unique and personal and any comparison of the same with those of others will be of no relevance.
8. Your salary will be reviewed yearly as per the policy of the company. However, the company reserves its right to increase or decrease this period based on your performance. Your increments in the salary are discretionary and will be subject to and on the basis of effective performance and financial goals of the company during the period.
9. Except to the extent prescribed by law, the breakup of compensation shall be entirely at the discretion of the Company but will be based on such factors as level of employment, tax efficiency, fairness and management convenience.
10. Your terms of employment and compensation are strictly confidential, and you shall not divulge the same to any other employee of the Company except where required by Company policy.



NETWIN INFOSOLUTIONS PVT. LTD.

Plot No. IT 29/5, IT Park, Opp MIDC Water Supply Office, Ambad Link Road,
MIDC, Ambad, Nasik - 422010 Ph. : 0253 - 6651500 / 501. Website : www.netwininfosolutions.com

Regd. Off: 67-71, 3rd Floor, 'A' Wing, Satyam Arcade, Pune Ahmednagar Road, Ramwadi,
Vadgaonsheri, Pune - 411 014. Phone: (020) 26633546 / 26633142

Assignment, Transfer and Deputation

11. Though you have been engaged to a specific position, the company reserves the right to send you on deputation/transfer/assignment to any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

Standing Orders

12. You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.