

LETTER OF OFFER

Offer Date: **February 01, 2021**

Bhavya Sree Gudiseva
48-443/3/A, Ganesh Nagar, Chinthal,
Hyderabad. Telangana. Pin:500054.

Dear Bhavya Sree,

Pursuant to our recent discussions, it is my pleasure to offer you internship and employment opportunities at Colruyt IT Consultancy India Pvt. Ltd ("Colruyt" or "the Company")

The internship engagement shall be for a period of **eight (08) weeks** starting from **February 08, 2021**. The duration of this engagement may be further extended at the sole discretion of the Company.

The Internship Engagement may be terminated either by the Company or by you by giving a prior written notice of at least 15 days.

If the Company finds your conduct, learning and performance during the tenure of Internship satisfactory, you will be offered Employment opportunities in the Company.

As an employee, you will join the Company as **Intern**. A separate Appointment letter containing detailed terms and conditions of employment will be issued to you at the time of joining the Company as an employee.

As you are yet to obtain your final degree certification B.Tech, this is a conditional offer of employment with the Company and the final employment contract will be subject to your clearing the degree examination and producing the degree certificate to the Company on or before **November 30, 2021**.

At the end of the Internship period, the Company shall pay you a lump sum amount of Rs. 20,000/- as a token of appreciation for your learning efforts.

During the term of the Internship, you will not receive any of the employee benefits that the regular employees of the Company receive.

As an Intern, you will undergo trainings/on the job learnings and perform duties as may be assigned to you in the course of conduct of business of the Company. You will report to the designated Team Manager in the Company. You will obey the Company rules as may be applicable to you.

Upon your employment with the Company, Your Salary (**Total Cost to the Company**) would be in the range of **Rs.3,60,000 - 5,00,000 per annum**. The final salary will be based on your assessment during the Internship and will be mentioned in your Appointment Letter. . In addition to this, you will also be entitled to additional benefits as are generally accorded to the employees of Colruyt IT Consultancy India Pvt Ltd., as per the Company policy. The salary review will be on a yearly basis as per the Company policy.

In this position, you will be reporting to the designated **Delivery Head** of Colruyt and you will be under probation period for the period of three-months from the date of joining as an employee. . The probation period is extendable at the sole discretion of the Company. You may have to work on shifts, weekends and on public holidays on need basis as per the requirement and you will compensated appropriately as per the applicable Company policy..

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Upon your employment with the Company, you will be required to sign a Trainee Service Agreement as per the Company policy. HR will provide a copy of the Trainee Service Agreement along with the final employment offer for joining the Company.

You are requested to present to the HR department on the first day of joining the Company, a copy of the following documents along with the originals for verification:

1. Copies of educational certificates, starting from school leaving certificate.
2. Copies of prior internship, if any.
3. Copy of Passport.
4. Four Passport size photographs
5. Copy of PAN (Permanent Account Number)

Please send us your written notification of acceptance of this offer, over mail within two business days i.e before **February 03, 2021** else the offer shall stand withdrawn automatically.

This offer shall be liable for cancellation if the information given by you at the time of interview or in your application for the internship/job is found to be incorrect.

In the event of unforeseen adverse circumstances beyond the reasonable control of the Company, the offer of employment may be revoked by the Company before you join as an employee, by giving a prior written notice of at least 15 days.

Please feel free to contact me in the interim if you have any questions.

We look forward to having you on board and being part of the Colruyt team for a long and mutually beneficial association.

Yours sincerely,



Akram Mohammad
Deputy Head – Human Resources
Colruyt IT Consultancy India Pvt. Ltd.