

**Date: 14<sup>th</sup> May 2022**

**Mahesh Hegde V**

**CONDITIONAL OFFER LETTER**

Further to the discussion and interview you had with us, we are pleased to inform that you have been conditionally selected for employment with Speridian Technologies Pvt. Ltd. ("Speridian" or "Company") as **Trainee Associate** at a compensation of Rs.3,25,000/- per annum as Gross Annual Remuneration, for providing IT Software Services & Support to our customers on the following terms and conditions.

**Broad Terms and Conditions:**

1. You will be provided extensive training for a period of 30-90 days depending on the project that you will be put in. You will be on probation for a period of six months from the actual date of your joining, which may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. Speridian at its sole discretion reserves all rights to select or reject your candidature for any reason whatsoever.
2. Please take your time to get acquainted with the training of any of the programming languages (Dotnet, Java, Python, C++ etc).
3. We shall reach out to you in case there are some internship opportunities exists with us, as a part of the Pre-boarding skill enhancement program.
4. Two years' service Agreement -You are required to execute a bond/contract guaranteeing a sum of Rs.2,00,000/- (Rupees Two Lakh) excluding the service tax to be payable to the Company in accordance with the terms and conditions of such contract. This bond is applicable towards all expenses incurred by the company towards training. The bond amount is payable if in case of breach of agreement within the 2 years of employment.
5. Due to pandemic situation, we are currently following the Work-From-Home facility for all our associates and the same will applicable for you in the initial period. At the same time when the pandemic situation is taken up, you need to be ready for relocation to any of our office locations (Trivandrum/Cochin/Bangalore/Mumbai).
6. This appointment is subject to the clearance of your professional degree course along with being found medically fit to take up this job. We are recommending you to carry out a full health check report + COVID negative report.

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Speridian has not authorized any agency/partner carry out recruitment on its behalf. In case of any breach, please bring to your notice. Speridian is an equal opportunity Employer.

7. Feel free to reach out to [speridian-campus@speridian.com](mailto:speridian-campus@speridian.com) for any queries.

**Sincerely,**

A handwritten signature in black ink, appearing to read 'Vivek Nair', with a long, sweeping underline.

Vivek Nair  
Speridian Technologies Pvt. Ltd.