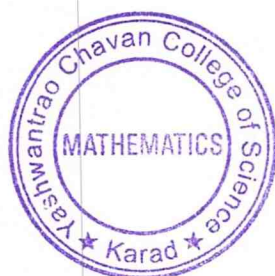


YASHWANTRAO CHAVAN COLLEGE OF SCIENCE, KARAD
DEPARTMENT OF MATHEMATICS
STUDENT PLACEMENT
Year 2021-22

Sr. No.	Name of Student	Placement	Name of the Company
1	Kadam Kajal Hanmant	Jr. Testing Engineer	Qualitas Global




HEAD
Department of Mathematics
Yashwantrao Chavan College of Science,
Karad

APPOINTMENT LETTER

Ref No: QG/OW/22/ 2062

13 Nov, 2023

Kajal Hanmant Kadam

Pune

Dear Kajal,

It gives us great pleasure to offer you the position of “ **Jr. Testing Engineer** ” at Qualitas Global Services LLP (hereinafter referred to as ‘Company’) Pune facility to you. Upon your acceptance of this offer in accordance with the terms and conditions set forth, this Agreement will constitute a legally binding and enforceable employment agreement between you and the Company.

Please note that the terms of employment contained in this letter are subject to the Company’s Policy.

1. GENERAL

1.1 APPOINTMENT, POSITION AND COMPENSATION

In accordance with the terms and conditions set forth in this Agreement, we have pleasure in offering you the position of “ **Jr. Testing Engineer** ”. It is expressly clarified that the said designation is in accordance with the internal grading policy of the Company.

1.2. Your date of appointment is 13 Nov, 2023 .

1.3. You will be based at our Pune office and shall receive an all-inclusive consolidated salary of INR. **1,56,000 CTC** (Indian Rupees Two Lakh Twenty-Two Thousand Only).

1.4. You agree that the Company in accordance with its compensation policy and practices, at its sole discretion, can revise/alter/change the structure of your compensation and the same will be intimated to you in writing.

1.5. The Company shall further be entitled to change your place of work/transfer you to a place within and/or outside Pune and/or to any of its vendors and/or subsidiaries and/or affiliates and/or clients and/or any related companies as may be deemed fit by the Company and to modify your reporting or organizational structure as may be reasonably necessary to respond to changing business needs of the Company.

1.6. You may be considered for appraisal at a time and interval as decided by the Company and in event of any revision/alteration/changes in the structure of your salary with regard to such appraisal, a letter enlisting such revision/alteration/changes shall be provided to you, however, the same will be subject to an assessment of your performance by the Company (at its sole discretion).

1.7. Your salary shall be subject to deductions of taxes and levies as per the statutory requirements, laws statutes, etc. (read with any amendments from time to time).

1.8. No leave salary on account of ill health or for any reasons will be granted while you are on probation.

1.9. You explicitly understand that your compensation is a confidential matter and you may discuss matters pertaining to the same with only your manager(s) and the requisite person from HR. You shall not discuss your compensation/salary with your colleagues and/or compare salaries with your colleague. In the event of any grievances based on your discussion and/or comparison with your colleagues will not be attended to and/or entertained.



Pune