



**March 26, 2018**

**Ms. Varalakshmi Ramasubramanian**  
86, Ramachandrapuram Street  
Kallidaikurichi  
Tirunelveli District - 627416

**Dear Varalakshmi,**

**SUB: Our offer for the position of Asst. Manager - HR**

We are pleased to confirm our offer of employment to you for the **Asst. Manager – HR** position with “**Zuci Software Testing Solutions Private Limited (Company)**”, effective **May 4, 2018**. This offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

Your initial stint with us will constitute a probation period of six months and your total **Cost-to-Company (CTC)** will be **Rs. 3.00 Lakhs per annum**. On satisfactory completion of probation, you will become a part of our regular rolls.

Any other remuneration, prerequisites or benefits extended to you will be decided by your Manager in **April 2019**. All remuneration payable to you may be subject to income tax deduction at source wherever applicable and to any statutory deductions that may be applicable.

Over a period, we are sure you would become critical part of our team that ensures quality services to our teams and customers. Hence, we would like you to continue with our relationship for a minimum period of two years, unless called by extraordinary circumstances.

During the probation period, if your conduct or behavior are not satisfactory, we would terminate your services with immediate effect.

Post your confirmation, you will be required to give a notice period of 2 months prior to your date of leaving the company. Please also note that these terms will remain applicable throughout your tenure with the company.

Annual Performance Appraisals are a part of the work policies at Company and it is an on-going cycle too. Your performance while at service with us will solely spell out any revision in your compensation package.

**Zuci Software Testing Solutions Private Limited**

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