Date: **26th November, 2015**

Dear **Sudhir Verma**

This to offer you employment with **POSist Technologies Pvt. Ltd.** As **Member-Engineering Team.**

POSist Technologies Pvt. Ltd. is a young and growing organization and to that extent, the roles and responsibilities of this position, would evolve and crystallize over a period of time.

However we would like to broadly lay down our expectations of your responsibilities in this job –

1. You shall be an employee of POSist and report directly to your Technical Head/CTO, as required.
 2. Coding, testing and troubleshooting programs that use appropriate database, hardware and programming technology.
3. Refining data and formatting it to final product.
4. Maintaining and modifying programs and making approved modifications by amending flow charts, coding changes and developing detailed programming logic.
5. Testing and developing programming modifications.
6. Writing new program codes using prescribed specifications.
7. Evaluating interrelationships between developed programs
8. Analyzing program performance and taking necessary actions to rectify deficiencies
9. Writing and maintaining programming documentations.

Skills Requirements/Expectations

1. Basic reading, writing, and arithmetic skills required. This is normally acquired through a high school diploma or equivalent.
2. Ability to persuade and influence others. Ability to develop and deliver presentations. Ability to create, composes, and edit written materials. Strong interpersonal and communication skills. Knowledge of advertising and sales promotion techniques.
3. Visibility requires maintaining a professional appearance and providing a positive company image to the public.
4. Work requires significant local travel to current and potential clients.

Work requires willingness to work a flexible schedule and occasional overnight travel.

We at POSist put more emphasis on our team member's personal growth and so we will make sure that you are involved with other team members in various activities such as learning and implementation of new technologies, collaborative writings etc.

We intend to have a small, focused team initially and for a small team, we expect every team member to be ready to stretch out to do, whatever task is needed for fulfilling organizational goals (given their particular skill set).

The compensation package we are offering for this position, the details of which are attached with this letter.

Our official work timings are from 09.00 am to 06.30 pm. We work six days a week (Monday to Saturday) and Sunday Off.

At POSist, we are looking for talented, hard-working, multidimensional and adventurous people who will grow with us. We think that you will fit it well, both for the position and with the rest of us, at POSist.

You will have the opportunity to work with cutting edge technology while promoting and learning innovative products. Given your skills and interests, we think you will enjoy the range of challenges you will face at POSist. We look forward to having you working with us at POSist.

In case of any clarifications, please feel free to contact us.

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Regards

HR – POSist
0-8010133399
http://www.posist.com

Salary Package Offered: *4.00 LPA*

Stipend during training – 10,000/- month

After successful completion of your training program, your package will be revised. Salary breakup is as follows:

Incl: **Permanent Salary Package –**

All figures in Rs	Permanent	
Monthly Components	Per month	Per annum
Basic	**16,000**	**1,92,000**
HRA	**6,500**	**78,000**
Conveyance	**1,500**	**18,000**
Mobile & Internet	**1,000**	**12,000**
Annual Bonus*	**4166.67**	**50,000**
Performance Bonus**	**4166.67**	**50,000**
Gross Salary	**33,333.34**	**4,00,000**
Annual Salary		**4,00,000**

Salary is subject to TDS as per Income Tax Act.
* 25% of the Annual Bonus will be given after completion of 6 months & rest 75% will be given after successful completion of 1 year in the company.
** Based on performance review.