Ref ID: PFSDS/B001/751/21032020

Date: 11 Feb, 2020

**Dear Savarala Sireesha,**

## Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

| Role | Software Development Specialist |
|---|---|
| Salary Range | Rupees Two Lakh to Three Lakh Forty Thousand per annum **(Rs.2,00,000 to Rs.3,40,000/annum)** |
| Job Location | Anywhere in India |
| Batch Number | PFSDS/B001 |
| Pre-Requisite for the job | Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore |

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in *Terms of Admission,* which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions

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# Terms of Admission: PathFront Software Development Specialist

The details of the Terms of Admission into M/s. PathFront Consulting Services LLP. (hereinafter referred to as "Company") are as under:

1. **Program Name, Location and Batch**

   a. You have been offered admission to the PathFront Software Development Specialist Program.

   b. The program is being offered at our Bangalore campus.

2. **Program Structure, Duration, Curriculum and Program Completion Requirements**

   a. Your will be required to undergo an online preparatory program which is a pre-requisite before you join for the on-campus program at our Corporate Office in Bangalore

   b. This preparatory program will be delivered through our Learning Management System (LMS) and you will be provided with login credentials to access the program.

   c. You are required to carry out all exercises, assignments and assessments listed in our LMS and successful completion of this program is mandatory to join our on-campus program.

   d. The following are the start dates for the on-campus training program. As we restrict the intake for every batch, a mail confirmation from you on the preferred Batch will support in finalizing the enrolment.

   Batch 1 – 10th June 2020         Batch 2 – 24th June 2020

   Batch 3 – 8th July 2020          Batch 4 – 22nd July 2020

   Batch 5 – 12th August 2020       Batch 6 – 26th August 2020

   e. The full time program is an employment readiness program consisting of classroom sessions, practice labs, online learning, assignments, projects, assessments and on-job training components.

   f. The program is a full-time program of two months. The on-campus component of the program requires you to be at our campus during working hours. You are expected to invest up to 8 hours each day during the 2 month (60 working days) on-campus part of the program. By signing and delivering the Acceptance Note, you confirm that you are participating in the program as a candidate and that any training undertaken by you at the campus or any work location as part of the program shall not be considered as employment, or apprenticeship, or any other similar activity. Any intellectual property you may create, use, get to know about, etc., during the program shall belong to the Company, and you shall be required to assist the Company with any documentation which may be required to perfect its title in such intellectual property if the same is insisted by the Company.

   g. The curriculum of the program shall include content and activities that have been designed to develop technical, professional and communication skills relevant for the entry level roles in the IT industry.

   h. To successfully complete the program, admitted candidates:

      1. Should not have any back-log/arrears in college at the time of joining the training program.

      2. Maintain 100% attendance for all course components during the entire duration of the program; relaxation of the attendance requirement will be made solely at the discretion of the Company only in cases of illness and/or emergencies.

      3. Complete 100% of all coursework, assignments, projects and submissions on time and with quality only will be considered and expected.

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4. Attain a passing grade in all exams & assessments as per criteria defined by the Company (Including Client conducted assessments).

5. Successfully complete the external certification requirements as defined by the Company. In case the students do not pass the external certification requirements in the first attempt, student will have to re-take and pass the external certification examinations, at their own cost.

6. Mark sheets / Academic documents that are provided later will be accepted strictly upon being verified and cross checked only. Background verification will also be done basis client request.

i. Detailed success criteria of each element of the program will be shared with the candidate at the induction session on joining the program. The criteria shall be defined by the faculty and may be modified from time to time at the sole discretion of the Company.

j. On successful completion of all components of the program, candidates will be given a 'PathFront Software Development Specialist'.

k. Candidates who receive the 'PathFront Software Development Specialist' shall become eligible for admission into the Company's Alumni program. This Alumni program shall offer a range of services to the candidate including mail / chat support, online access to learning material, career counseling & guidance and discounted certification vouchers.

l. Program details can be modified at the sole discretion of the Company, and the use of the services will be subject to applicable terms and conditions of use.

## 3. Salary & Probation

The salary is determined by our Client organization basis your performance during the training and technical evaluation. Salary is purely based on performance of the individual student and hence is subject to vary between students. PathFront would strive to place all our students in the salary range of 2.00 Lakhs to 3.40 Lakhs / Annum.

PathFront client organization can in the first instance put you on probation for a period of three to six months or higher from the date of your joining. The probation period is accepted and agreed to being a reasonable period for purposes enabling the Client Organization to assess whether you have the necessary qualification, skills, or acumen to perform the work which is required to perform. The salary during the probation period could differ from the agreed annual compensation and could be equal or lesser than the actual compensation for the agreed probation period however this is subject to the client organization policies.

## 4. Program Fees & Other Payments

### a. Program Fees

1. The fee for the PathFront Software Development Specialist is Rupees INR 1, 27,119/- [One Lakh and Twenty Seven Thousand One Hundred Nineteen Only].  [ Exclusive of GST]

2. An initial payment of Rs. 10,000/- payable by NEFT / DD towards the enrolment fee has to be remitted within 3 working days from the date of acceptance of this offer letter. The balance payment can be paid by two methods:

   i. A one-time payment for the remaining amount within 15 days from the date of joining the program.

   ii. You can also opt for a loan from our Banking partners for the balance amount. The following documents are to be submitted by the co-applicant to verify the eligibility on loan disbursement:

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a. PAN
b. AADHAR
c. Last 6 months' bank statement
d. Document proof – Employment / Business
e. Cheque leaves as a part of collateral document

3. The fee should be paid to the Company only through Demand Draft/NEFT Transfer as per the details given below. You can pay the initial fee / DD in person (between 10 AM – 5 PM) or send it through courier to the following address:

   i. Demand Draft: in favor of M/s.PathFront Consulting Services LLP. Payable at Bangalore and mail it to the following address: Admission Cell, M/s.PathFront Consulting Services LLP, No.11, Abhaya Heights, 9th Floor, J.P.Nagar 3rd Phase, Bannerghatta Road, Bangalore, Karnataka-560 078.

   ii. NEFT Transfer: to the credit of **M/s.PathFront Consulting Services LLP. Account no. – 232405000448, ICICI Bank, JP Nagar 1st Phase Branch, Bangalore, IFSC Code: ICIC0002324**. Once the payment is made online, the NEFT Transaction number and Name of the bank should be immediately shared with the Company.

   For any queries / updates related to fee, kindly write to accounts@pathfront.in.

b. **Accommodation & Food**
1. The Company will assist the candidates to locate the suitable accommodations within short distance from the training facility.
2. Food & High tea will be provided for entire 60 Days

## 5. Course Requirements

You are required to bring a laptop with the following configuration or higher than the one mentioned below during on boarding:
a. Intel Core i3 processor 4th generation
b. 8 GB RAM (Recommended) or at least 4 GB RAM (Minimum)
c. 300 GB or more Hard Disk Drive
d. 14" Display Monitor
e. DVDRW (Optional)
f. Wi-Fi / Webcam (default feature)
g. One or more year(s) onsite warranty
h. Windows 8.1 Professional edition operating system - (Genuine version)
i. Data card for Internet support outside the class

If you need any clarifications or advice on the specifications kindly write to
ramesh@pathfront.in

6. **Documentation validation and Admission Confirmation**

The offer of admission made by us is conditional and subject to verification of your academic & professional documents, authentication & correctness of information provided by you in your application form.

You are required to furnish self-attested photocopies of the following documents at the time of registration at our campus.

a. Class X and Class XII Mark Sheet & Passing Certificate (2 SETS OF PHOTOCOPIES of each)
b. Graduation Mark Sheet(s) & Degree/ Provisional (2 SETS OF PHOTOCOPIES of each)
c. Photo ID proof, Age and Address proof (Driving License/PAN card/Passport/ Aadhar card) (2 SETS OF PHOTOCOPIES of each)
d. 5 Passport Size Photographs of Self
e. 3 Photographs of (Father/ Mother/Guardian)
f. Copy of the passport [First & Last Page] / applied status is a compulsory requisite to be provided.

7. **Employment Opportunities after successful Program completion**

On successful completion of the program, the Company, without any prejudice, will offer suitable employment to the candidate in its Partner Corporations or other client organizations depending upon suitability of the candidate to the requirements. Such offer of employment will be subject to the terms and conditions of the employing organization.

8. **Financing Options**

Self-Payment or flexi pay options available.

9. **Cancellation and Withdrawal of Admission**

The Company reserves the right to cancel and/or withdraw the admission offer to a candidate at any stage during the Program under any one or more of the following conditions:

1. If the candidate is found to have misrepresented information pertaining to the admission criteria such as marks, qualifications, degrees, work experience, certifications including, but not limited to, documents provided and the application form.
2. If the candidate fails to pay the Program fees as per the stipulated timelines.
3. If the candidate is found to have committed an act of indiscipline, misconduct, misbehavior and noncompliance with the terms of this letter, the Student Policy Handbook or any other guidelines and rules which the Company may issue from time to time.
4. If the candidate fails, at any stage to fulfill the prescribed success criteria for the program.

Notwithstanding any such withdrawal or cancellation, in cases where the candidate has taken a loan from a Financial Organization as detailed in point 7 above, such candidate shall be bound by the terms of agreement entered into with the Financial Organization and the Company has no responsibility toward the Financial Organization in this regard.

10. **Declaration Form**

It is hereby stated and made clear that the recitals contained in the Declaration form, signed voluntarily by you is an integral part of this present offer to you and confirms that you have agreed to abide and follow all the terms and conditions of the company.

11. **Alteration, Modification of program and Force Majeure events**

The Company retains the right to alter, modify the content and duration of the program if caused by

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circumstances which are unforeseen and beyond its control. The Company commits to ensure that the content and quality of the program is not compromised or diluted by such changes.

## 12. Confirmation of Bonafide Participation

By providing the Acceptance Note of the offer of admission, you represent, warrant and confirm that your participation in the program is bonafide, and that you are not acting along with any competitors of the Company (directly or indirectly) to gain access and information about the unique program established by the Company. By providing the Acceptance Note, you undertake to indemnify the Company against any loss it may suffer due to any malafide action by you, or any breach of the terms of this letter, the Student Policy Handbook or any other rules or guidelines issued by the Company.

## 13. Confidentiality

Any information disclosed by the Company to you, including any information about our program, its structure, the material, the clients, etc., shall not be disclosed by you, without the prior written consent of the Company. If requested by the Company, you undertake to enter into a formal non-disclosure and confidentiality undertaking with the Company.

Please note that information about your performance and conduct may be shared with the prospective employers and other members concerned with the program to facilitate the learning & employment process.

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' format and emailing it us at campus@pathfront.in within 2 working days of the receipt of this communication. While sending the payment proof to us, please note your name and reference number behind the DD or the NEFT receipt for easy identification.

Ramesh J                                                    Student Signature
Head - Operations
M/s.Pathfront Consulting Services LLP.                     Student Name

PathFront
TALENT FOR TOMORROW

# Frequently Asked Questions

**Question:** *Where will candidates be deployed post completion of the training?*

**Answer:** Anywhere in India

**Question:** *Is the Job assured after the completion of the PathFront Software Development Specialist program?*

**Answer:** Yes. On successful completion of the training, the Company will offer you assured employment with its Partner Corporation.

**Question:** *On what roles/technology will I be trained and employed on after completion of my training?*

**Answer:** It will be decided on the client requirement and the same would be informed to the candidates on the batch start date.

**Question:** *Can I visit any of your Office in Bangalore / Chennai with my Parents for any queries?*

**Answer:** Yes, you can. We encourage you to visit our office in Bangalore and Chennai.

**Question:** *Whether lodging and stay facilities will be provided at the Bangalore Training Campus of PathFront? Is Safety a Concern?*

**Answer:** The student would have to bear her/his own cost of boarding, lodging and other personal expenses like travel to the campus and vice versa, data cards, telephone expenses and any other expense of personal nature, and it is expressly clarified that such costs and expenses are not covered under the fees for the program, and shall not be the responsibility of the Company.

Given the intense schedule and safety, we have shortlisted PG accommodations within a radius of 2 kms from the training venue, which will help you minimize time of travel on the busy Bangalore roads.

# **<u>Onboarding Process Note</u>**

Step 1: Students are expected to confirm their interest by sharing the Acceptance note within 2 days of receipt of the offer mail. To be emailed to campus@pathfront.in

Step 2: After sharing the acceptance note, students are expected to submit the initial payment within 7 days of receipt of the offer mail. The initial payment can be made by way of Demand Draft or alternatively can be transferred electronically. For clarifications email to accounts@pathfront.in

Step 3: 1 week before the onboarding our operations team would reach out to students with the options for accommodation, to help in ease of logistics.

Step 4: Onboarding

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**ACCEPTANCE NOTE**

I, _____ hereby accept the offer of admission to, as

detailed in the Admission Offer Letter dated……………………………, offered by PathFront Consulting Services

LLP with Reference ID _____.

Signature _____

Date _____

Name of the Candidate _____

Name of the parent(s)_____

Permanent Address _____

_____

_____

_____

Email ID: _____

Land Phone: _____

Cellphone: _____

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