

Trainee Intern Level -1

Rs.10,000/- in hand Stipend p.m Less PT

Terms and Conditions:

1. Shortlisted candidates will be onboarded as an intern at Greysoft. They will sign a Bond of 2.5 years.
2. These Trainee interns will undergo 3 months practical training and 3 months 'On the Job Training'.
3. No leave will be allowed during the Training and evaluation period.
4. Monthly evaluations will be done of all Interns by Trainer and Project Managers.
5. Inefficient candidates will be filtered out and terminated if there is no improvement after two warnings. No certification or reference verification check will be provided to such candidates.
6. Interns cannot abscond or leave company during training period else they will have to face legal actions as per terms of employment.

Next 6 months 181st – 365th day (1 yr)

Trainee Software Engineer Level -2

CTC: 252000/-

Rs. 21,001/- Gross p.m Less PT/PF Rs.17,000/- in hand

Terms and conditions:

1. Interns successfully completing training period of 6 months will be designated as a Junior Software Engineer Employee.
2. Good performers will get an opportunity to directly work on client projects in a team.
3. Salary will be revised based on performance and feedback of Seniors.
4. Employee cannot abscond or leave company during the next two-year period else they will have to face legal actions as per terms of employment.
5. Inefficient candidates will be filtered out and terminated if there is no improvement after two warnings. No relieving or reference verification check will be provided to such candidates.

Next 6 months 366th – 545th day (1yr 6mths)

Junior Software Engineer Level -3

CTC: 312000/-

Rs.26,000/- Gross p.m Less PT/PF Rs.22,000/- in hand

Terms and conditions:

1. Employee successfully completing next 6 months i.e one year period from DOJ will be eligible for appraisals and their salary will be revised based on performance and feedback of Seniors.
2. Employee will get an opportunity to work on multiple projects with more responsibility thus enhancing their skills and capabilities.
3. Employee cannot abscond or leave company during the next one and half-year period else they will have to face legal actions as per terms of employment. No reference verification check will be provided to such candidates.

Next 12 months 545th – 910th day (2.5 yrs)

Junior Software Engineer Level -3

CTC: 408000/- + bonus

Rs.34,000/- Gross p.m Less PT/PF Rs.30,000/- in hand

Bonus: 50k - 70k on 2.5yrs completion

Terms and conditions:

1. Employee successfully completing further six months period i.e one and half year from DOJ will be

eligible for appraisals and their salary will be revised based on performance and feedback of Seniors.

2. Employee will get exposure to handle multiple clients projects and more responsibility thus giving them confidence to deliver any kind of projects.
3. Employee cannot abscond or leave company during the next one year period else they will have to face legal actions as per terms of employment. No reference verification check will be provided to such candidates.
4. On successful completion of total two- and half-year employment, the employee will be eligible for bonus and appraisal provided he has not resigned.

911th day onwards

Software developer Level - 4

Appraisals based on performance in past 1 year.

1. Post completion of Bond period, the designation will be revised to Software developer.
2. Employee will be eligible for appraisals and their salary will be revised based on performance and feedback of Seniors. Hereafter they will come under regular annual appraisal cycle.
3. The employee may at their will continue their services further with Greysoft or they are free to serve notice period as per their employment agreement and move on.