

## Terms and Conditions:

- Designation of trainee will be “**Associate Trainee**”
- Work location shall be **Ahmedabad, Gujarat**. However, based on project needs and requirement, the employee shall require to be present at the client site or any other such location which may be deemed fit by the organization
- The Employee shall go through a mandatory **180 working days** training which shall be provided by the **Evince Development Pvt. Ltd.**
- During the training period, **Evince Development Pvt. Ltd.** shall provide a stipend of **INR 12000 per month** which shall cover travelling and sustenance cost
- Post successful completion of training, your annual CTC shall be **INR 2,04,000 – INR 2,55,000 per annum (Rupees Two Lakhs Four Thousand to Two Lakhs Fifty-Five Thousand per annum)** based on performance and shall be re-designated as **Software Engineer**
- The employee shall also be undertaking a service agreement of **2 years** post completion of the training tenure with **Evince Development Pvt. Ltd.**
- Notwithstanding the above, the organization reserves the right to modify, edit, add or delete any or all of the above conditions without giving any notice thereof.
- Proper training will be provided to retain the high-quality standards and a good understanding of technology we work in, to the selected candidates before being inducted to **Evince Development Pvt. Ltd.**
- After the successful completion of training duration, the student would be on the Payroll of **Evince Development Pvt. Ltd.**

**Candidate needs to sign an agreement with following terms before accepting training offer:**

- Candidates will be on roll into the organization for **02 years only** after successful completion of our Mandatory training program.
- Candidates must provide commitment of **02 years** after the completion of training period.
- **Evince Development Pvt. Ltd.** will provide candidates thorough training for technical skills as well as will provide exposure to the professional working environment. We have skilled resources with industry knowledge who can deliver training to the selected candidates.

Please refer to the Rating Chart as below as per which the candidate will be analyzed.

**Rating chart for Candidates**

Sr. No.	Criteria	Total Score	Minimum Criteria to qualify
1	Attitude	20	16
2	Punctuality	10	8
3	Attendance	10	9
4	Technical Knowledge	15	12
5	Grasping ability	15	14
6	Problem solving skills	10	8
7	Communication skills	10	6
8	Compliancy	10	7
	<b>Total</b>	<b>100</b>	<b>80</b>

**Overall ratings required for candidate is 8.00**

### Scenario's for Trainee's:

- Candidate should be agreed with the terms mentioned in the terms and Condition given as above. It should be properly communicated to them before they accept the offer.
- Candidate should also be fully aware and agreeable about their salary and division during the training period and after completion of their training when they come to Employment.
- The following factors are also looked in a candidate before completing of their training: **Performance, Attitude, Punctuality, Sincerity towards his/her work**. If any of these factors are not fulfilled by the respective candidate, then his/her training might get extended based on the management decision.
- The Increment will be given only based on performance of the candidate after completion of one year from the date of their appointment.
- If the candidate is going through any legal case or proceedings, then the company is not going to entertain such candidates'.