Job Announcement of InfoLogitech(www.spotways.com)

InfoLogitech(Spotways) is interested in hiring the graduates of 2024 for the position of Trainee Software Engineer to be converted as Associate Engineer. Those who are interested apply at T&P portal (**https://tpcrt.rf.gd**) by **Feb 21, 2024, 2:00PM**.

Infologitech is a startup founded by seasoned professionals from the internet space. It is led by the same leadership that helped incubate and build Google`s maps business in over 150 countries. It's flagship product SpotWays (www.spotways.com) is in early stage development. SpotWays is a Web-cloud and Android platform driven product. We are backed by professionals with experience in companies such as Google, Microsoft, GE and so on. The core management, advisory and investor team consists of alumni from IITs, ISB, IIMs and global Ivy League schools such as MIT, LSE, Kellogg and others. Infologitech's core focus is to build location and people management solutions to address the teething problems of Small and Medium businesses in India and Emerging Countries.

We would specifically keen to recruit candidates from the following:

1. Computer Science

2. Civil Engineering

3. Mathematics & Statistics

4. GIS / Information Systems

The role and position is for Trainee Software Engineer to be converted as Associate Software Engineer after confirmation. We typically have a 1-year training period followed by absorption as FTE that will involve an 18-month (excluding training period) service commitment bond. The role would be either a mobile stack developer or a web-cloud stack developer. The role would involve product development engineering and we expect candidate to think several notches superior than a back-end job in a large organization.

The role calls for exceptional problem solving, analytical thinking and quick thinking skills. Professionals who are curious to develop themselves and wanting to do jobs that are bigger than their designated roles would thrive in this environment.

COMPENSATION & BENEFITS

1. Trainee Software Engineer (Applicable for the duration of training 12-months)

An average monthly stipend of Rs.11, 000 would be paid during the period of internship training of 12 months, net of all

regulatory deductions. The training period would be classified as Stage-I to Stage-IV (each stage consisting of 3 months). The stipend payable would be Rs.8,000 per month for Stage-I and would go on to be Rs.14,000 per month in Stage-IV. This stipend would be exclusive of other benefits mentioned in item#4 listed below. Total training duration may be accelerated or slowed

down by 3 months based on progress. It should be noted that there is a commitment bond of 30 months including the training period (18 months excluding the training period).

2. Associate Software Engineer

Absorption as a Full-Time employee would be subject to completion of the training & recommendation of the supervising manager.

The following would be the compensation structure upon conversion as an FTE:

Compensation Structure	Per Month*	Per Annum
Basic	7,000	84,000
HRA	7,000	84,000
Conveyance	1,200	14,400
Medical Allowance	1,250	15,000
Other Allowance	2,550	30,600
Performance Bonus (payable ANNUALLY in March for previous year)**	6,000	72,000
Total Income	25,000	300,000
Statutory Benefits	–	–
Employee Share of Benefits (Insurances)	1,600	19,200
Value of Asset Buy-back Program / Or higher Education Assistance	2,000	24,000
ESOP Value (approximate on date of grant)		60,000
Other Benefits	1,800	21,600
Gross Income (CTC)	28,600	424,800

Annual payable components are presented as pro-rated per month for calculation purpose.

** *Performance Bonus is payable annually in March for previous Jan-Dec year.*

3. STOCK OPTIONS

Infologitech is built on a philosophy of employee ownership. 24% of the stock is vested with the employees. On completion of the one year as FTE, you will also be offered stock options of Infologitech Systems (P) Ltd., The stock options will have a strike price equal to the fair market value of the common stock price as of the date of the Grant. Your stock option Grant Letter will provide more details as well as statutory terms and conditions. The Grant will provide for a quarterly vesting with a cliff of 24 months. The company may bestow you with additional stock over time based on performance and tenure.

4. BENEFITS: Infologitech is an employee-friendly organization with added benefits such as flexible work hours

(office is open from 8am-8pm), free medical insurance, life insurance covers etc. We also ease burden of employees by providing lunch, snacks etc.

5. POST-DATED CHEQUES / ESCROW ACCOUNT FOR COMMITMENT PERIOD: Besides education certificates, post-dated cheques, to the tune of the commitment amount, would be submitted as a collateral.

<p style="text-align:center">Work Culture and Employment Norms</p>

Place of work	The Place of work will be our start-up 'Garage Office' at Gachibowli in Hyderabad. It's a no- frills office with an ambience of a start-up – an independent place with area to play, and openness to explore. Do not expect the 3Cs – Coffee machines, Cabs, Cushy offices! Expect the 3Fs – Freedom, Fun-work, Friends!
Date of Joining:	As mutually agreed
Duration of Internship plus Training /On-the-Job probation	12 (TWELVE) months of core skills training and on-the-job training (OJT) following which you will be absorbed as FTE
Credentials / ID card	Will be provided at the time of one month of joining
Compensation Review	Annual after confirmation of one year as FTE
Office Timings:	- Flexible - Office remains open from 8am-8pm 6 days a week (Mon-Sat) with Saturday being a casual day with freedom to work on non core projects with permission (after confirmation as FTE). Second Saturday off. 20% project work culture for FTEs - Work on ideas on Saturday if approved
Compensation Day	7th of every month or the first working day thereafter in case of a holiday
Vacation / Holiday Schedule	- Any planned vacation should be informed to direct manager a week in advance per day of planned vacation. For example, if planning to take 2 days off, it is to be informed 2 weeks ahead. - Medical, or unplanned leaves should be invoked only in exigency. Ad hoc are not encouraged and should not happen more than 2 times a year (once in six months). - Total of 16 vacation days - casual as well as medical combined - are available for each calendar year after confirmation as FTE. These will be accrued at 4 days per quarter (3 months) at the end of the quarter. Leaves are not encashable.

Dress Code:	Smart Casuals, Presentable
Benefits	Infologitech strives to be employee friendly. In order to ease the burden on employee, food is served including lunch, snacks etc.
	Infologitech also insures its employees (including interns) for medical as well as life cover.
Behavior & Values of the company:	Punctuality, Respect to colleagues, Valuing Company assets, Integrity, Curiosity, Application, Hard Work, Smart thinking, Ask Questions
Facilitations	The company would facilitate self improvement and would help employees gain additional skills - knowledge as well as soft skills. Further, the company strongly encourage employees to pursue higher studies from top notch colleges and would assist in applying for the same.
Motto	Hard Work - Fun - Learn - Explore

Sd/-

T&P Office