

To,
Miss. Prakrati Jairamani
D/O Manohar Jairamani, 79, Nahari Ka Naka,
Power House, Sindhi Colony, Jaipur

Subject: Offer Letter

Strictly Confidential

Dear Prakrati,

We are pleased to offer you the position of **Sr. Android Developer-Information Technology Department** in the grade of **Developer** in Ajmonic Technologies Private Limited on the following terms and conditions:

1. Job title

Your job title is Developer and you will report to Sr. IT Manager-Enterprise System & Application.

2. Probation Period

You will be on a probation period of six months, which may be extended at the discretion of the management. Upon satisfactory completion of the probation, your confirmation will be communicated to you in writing. In the absence of such written communication, you will be considered as continuing on probation.

3. Service Continuity Bond

You will be required to sign a service continuity bond for a period of 1 year, with a bond amount of 1,00,000/-. This bond ensures your commitment to the organization for the specified duration.

4. Salary

Your salary and other benefits are as set out in Schedule 1, here to.

5. Place of posting

You will be posted at Jaipur. You may however be required to work at any place of business which the company has or may later acquire.

6. Hours of Work

The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10:00 AM to 7:00 PM and you are expected to work at least 48 Hours in a week.

7. Leave/Holidays

7.1 You will be entitled to casual leave of 06 days in a year.

7.2 You will be entitled to privilege leave of 24 days in a year.

7.3 The Company shall notify a list of declared holidays in the beginning of each year.

8. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

9. Company property

You will always maintain Company property in good condition, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

10. Borrowing/Accepting Gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from any person i.e., clients, colleagues, or third parties, and place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

11. Termination

11.1 Your appointment can be terminated by the Company, with any reason, by giving you not less than one month's prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

11.2 You may terminate your employment with the Company, with any cause, by giving no less than two months prior notice or salary for unsaved period left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for any reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company, you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission from the Company.

12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the Interest of the Company. For the purpose of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this

Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above, in addition to this any other remedy the Company may have against you in law.

13. Notices

Notices from you should be sent to the Company's registered office address. Conversely, the Company will send notices to you at the address you have provided in the official records.

14. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

15. Performance Improvement Plan

Your Performance shall be measured as per the performance parameter. You need to perform according to that parameter and in case you fail to perform, you will be put on PIP.

16. Governing Law/Jurisdiction

Your employment with the Company is subjected to Indian laws. All disputes shall be subject to the jurisdiction of Jaipur Jurisdiction only.

17. Background Verification

Your appointment is subject to satisfactory Background Verification Check, which will be conducted by an appointed external agency. By signing this Agreement, you hereby give your unconditional consent to share all the requisite data, necessary to carry out such reference and background check, and authorize the Company to carry out requisite reference and background checks as per our satisfaction. Non-Compliance may lead to withholding of salary and/or termination of employment.

18. Training

You will receive on-the-job training, as well as periodic training sessions organized by the Company. We place great emphasis on employee development and invest significant resources in these programs. Therefore, your full dedication and commitment during the training period are expected.

19. Notice Period

Employees are required to serve a notice period of 30, 45, 60, or 90 days, contingent upon their current roles and responsibilities. During the notice period, you are expected to fulfill your regular duties and responsibilities unless otherwise directed by the Company.

19.1 If you wish to leave the Company without serving the full notice period, you may be required to compensate the Company by forfeiting an amount equivalent to your salary for the unserved notice period.

19.2 You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy.

19.3 The Company reserves the right to adjust or waive the notice period requirements at its discretion, based on the circumstances of the termination and business needs.

20. Non-competition & Exclusivity

In the event of your separation from the Company for any reason:

20.1 For a period of two years following your separation, you agree not to, without the written consent of the Company, solicit or attempt to solicit business that competes with the Company, nor provide information to any third party that could facilitate such competition. This includes any clients or prospective clients with whom the Company was engaged in negotiations at the time of your departure.

20.2 You agree that for a period of two years following your separation from the Company, you will not attempt to solicit or persuade any individual who is currently employed by the Company, or who was employed by the Company within six months prior to your separation, to leave their position.

20.3 You agree that for a period of two years after your separation from the Company, you will not directly or indirectly solicit, canvass, or attempt to entice away any individual who is or was a customer of the Company or any of its subsidiaries. This includes offering services that are similar to or compete with those offered by the Company or its subsidiaries. Furthermore, you agree not to leverage your knowledge or influence over any client to the detriment of the Company.

21. Additional Terms & Conditions

21.1 It is your responsibility to notify the Company of any changes in your personal information/ particulars as recorded with the company within 3 working days of such change happening. All notices shall be considered duly and properly delivered to the address on file with the Company.

21.2 Under any circumstance if you leave the Company before confirmation of employment, any expense related to joining like joining bonus/notice period buyout etc. will be fully recoverable.

22. Acceptance of offer

We extend our warmest welcome and eagerly anticipate receiving your acceptance, as well as the opportunity to collaborate with you. Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy to the company.

Schedule I - Compensation Details

Name	Prakrati Jairamani
Designation	Android Developer
Location	Dehradun (Remote)
Department	Information Technology

Salary Component	Per Month (Rs.)	Per Annum (Rs.)
Basic Salary	12540	150480
House Rent Allowance	5016	60192
Additional Personal Allowance	24244	290928
Gross Salary	41800	501600
Tax	As per Income Tax Act	
Contributions from Employee	1800	21600
Net Salary	40000	480000
Employer PF Contribution	1800	21600
Employer ESI Contribution	0	0
Gratuity	603	7236
Statutory Bonus	700	8400
Contributions from Employer	3103	37236
Total CTC	44903	538836

*Compensation might be changed as per Labour Law

Other Benefits: -

Mediclaime Insurance	Hospitalization Expenses shall be reimbursed for self & Dependents Under GMC Policy.
Group Personal Accident Insurance	All employees are covered for 24 hours, worldwide under this policy. The policy covers an employee in the event of bodily injury due to an accident. The policy also covers temporary or permanent disability due to an accident.
Profile Base Incentive / Bonus	Based on Performance & Eligibility in Qualifying Criteria as driven by management
Mobile Expenses	Facility owner by the company for officials calls and uses and cost as fix.
Other Expenses	Reimbursed as per actual bill & Company Policy.
Variable Pay	As per CTC & it will disburse Annually depends on annual appraisal .If Performance Rating is 4 to 5-100% Variable Pay. If Performance Rating is 3-70% Variable Pay. If Performance Rating is 2-50% Variable Pay. If Performance Rating is 1 or less -0% Variable Pay.



Authorized Signatory
Prince Pal (CEO/CFO)
Ajmonic Technologies