



NABLE
INVENT SOLUTIONS



Aman Kumar Shrivivas
Software Engineer

Emp. ID	NAB-0017
Blood Group	A+
Emergency NO.	+91-9111335576



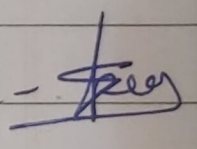
www.nableinvent.com

Self-Employment Declaration

I Saroj Sahu 1410 Mr. Lakhan Lal Sahu Address: Uslapur Bilaspur a passed-out student of MCA Computer Science at GGV in year 2018. hereby declare that I am working as Assistant Professor (Contractual basis) in C.S.R. College. My annual income is Rs. 60,000.

This self-declaration is being issued on the request of Guru Ghasidas Viswavidyalaya, Bilaspur, Chhattisgarh.

place: Bilaspur.

Signature - 

Saroj Sahu

Sarojsahu228@gmail.com

Self-Employment Declaration

I inform Vinodha Bhanu's Self about of Sushal
Bhanu's Address Bhopal - Stung colony number
a passed self student's of MCA do whereby
declare that I am running a business
self employed in computer center number
Janpatti overage number 12345
20.02.16

this self-declaration is being noted
on the request of my ~~self~~ along
with copy charidra Vinodha Bhanu
please number
Date 26/02/2016

Signature *[Signature]*
Name: Vinodha Bhanu
No: 2869251616
Email: veerendra92@gmail.com



Name: **RAVIKANT BHARTI**

नाम:

BC supervisor Id: **BCSRAVIKANTB**

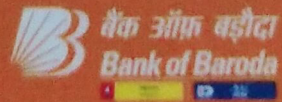
बी सी सुपरवाइजर आई डी:

Job: Supervisor of BCs (Contractual)

काम:

Contact No.: **8103739355**

सम्पर्क न.:



I MS. PRAGYA SAHU D/o Mr. TEKRAM SAH

Address 'C' Colony Bakri Bilaspur, a
Passed out students of MCA do hereby
declare that I am currently working

D.L.S. Pat College Bilaspur. ~~as a~~

Asst. ~~Professor~~

I MS. PRAGYA SAHU D/o Mr. TEKRAM SAH

Address 'C' Colony Bakri Bilaspur, a
Passed out students of MCA do hereby
declare that I am currently working

D.L.S. Pat College Bilaspur. ~~as a~~

Asst. ~~Professor~~

Offer of Appointment

Date-12/08/2021

Dear-Parimal Das,

Employee Code: PSSPL/2021-22/1844

Date of Joining: 02/08/2021

With reference to your application and subsequent discussion, it gives us immense pleasure to offer you an appointment in **Prakhar Software Solutions Pvt Ltd.**

This is in reference to your employment engagement with us under our Empanelment with National Informatics Centre Services Inc. (NICSI) for Providing Professional Support Services / Manpower Staffing and IT consulting for our On-going & Up-coming eGovernance & IT related Projects on contractual basis.

Details of Terms and Conditions:

1. We are pleased to inform you that you have been selected for the post of **District Rollout Manager** for one of our esteemed clients.
2. Your "Annual compensation" is attached herewith as in Annexure-A
3. Your employment with us will be governed by terms and conditions referred in Annexure-B
4. Your services are effective from 02/08/2021 to work order valid up to 01/08/2022
5. Please sign in the duplicate copy of this letter (Photocopy enclosed) on all the sheets at the bottom on the left corner, and return to the Human resource Department of our Corporate Office at Delhi.

We welcome you to Prakhar Software Solutions Pvt Ltd and look forward to a long term association.

Salary Structure (Annexure-A)

Annual Cost to Company 20482*12 = 245784 Lakh PA			
Earning Components	Amount	Deductions	Amount
Basic	15100	PF(Employee)	0
HRA	3020	ESI(Employee)	149
Conveyance	1350		
Telephone Allowance	0		
Medical Allowance	0		
Special Allowance	367		
Total Earning	19837	Total Deduction	149
Net Pay	Rs.19688		

Employer's Contribution to PF	0
Employer's Contribution to ESI	645
Group Medical Insurance	0
Group Accidental Insurance	0

For **Prakhar Software Solutions Pvt. Ltd.**



Rahul Kumar
HR Manager

Prakhar Software Solutions Pvt. Ltd.

Corporate office: C-11, LGF, Malviya Nagar, Opposite State Bank of India, New Delhi - 110017
Registered Office: Flat No.3, Upper Ground Floor, Plot No. 173, Savitri Nagar, New Delhi - 110017 (India)
Ph: +91-11-79626411 | **Mail:** info@prakharsoftwares.com | **Web:** www.prakharsoftwares.com
Offices: Delhi, Gaziabad, Pune, Durg, Indore, Bhopal, Jaipur, Bangalore, Mirzapur, Ranchi

Annexure-B

General Terms and Conditions of Employment.

1. The candidate is initially appointed to work at the Client location. However, he/she is liable to be transferred to any department or establishment forming part of the Company, or any Group Company, anywhere in India, temporarily or permanently. Working Days / Hours may vary based on the client requirements. And will be informed by the client
2. If he/she undergoes a training abroad and/or in India for which the company incurs considerable efforts/cost for any project specific requirement etc. you might be required to sign an agreement as a token of commitment, the terms of which will be decided by the company depending on the training period, location, travelling cost, lodging, boarding and other expenses incidental to the training.
3. Rules – General:- During the term of employment, the candidate will employ himself/herself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interest of the company and generally carry out duties and work as assigned to you. You shall obey and comply with all the lawful orders and directions given to him/her by his reporting Manager & concerned superior in the Client organization.
4. Candidate will not indulge into unprofessional practices and in case, it is found that while you are not following client organization's policies, rules and guidelines, the company would be at liberty to take disciplinary and legal action against you.
5. Transfer and Deployment:- you may be transferred to any other location in such capacity as the Company may from time to time determine or any department, establishment, factory or branch of the Company or its affiliate, associate or subsidiary. In such cases, the candidate will be governed by the terms and conditions of services applicable to the new assignment.
6. This engagement is terminable with a fifteen (15) days' notice period from employer's side and One (1) months' notice period from employee's side.
7. In case the candidate is found engaged in doing any work other than the task assigned to him/her or is found not useful to the project or he/she leaves the project without any notice, his/her contract will be terminated. If he/she damages any equipment, property and third party liabilities, his/her contract will be terminated reserving the rights for compensation of damages that are incurred.
8. This document is highly confidential, and sharing of this document with anybody such as colleagues, Client etc., will lead to terminate of your employment without notice.
9. Working Hours/Leave of Engaged Manpower:- Candidate will be entitled to Casual Leave only as per Govt. Rules. However, they may have to work on weekly off day/holidays as per the requirement for which Compensatory Leave can be sanctioned.
10. Share your monthly MPR with Signed and Stamped from your reporting manager on mpr@prakharsoftwares.com and for any issues please mail on helpdesk@prakharsoftwares.com
11. The professionals will be facilitated by Desktop/laptop etc. for doing the project work. All these have to be returned by them to the concerned department/office before leaving the job. However, if any, doesn't do so the service provider will be responsible to revert the same either from the engaged manpower or by themselves. In this case, the candidate company may seek the fully refundable security deposit from the candidates and on completion of his/her tenure with the company, the same may be returned.

Declaration: Every candidate has to sign the below-said declaration.

Declaration: IPARMAL DAS.....S/o /D/o /W/oPANCHUGOPAL DAS..... Sincerely assure you to maintain complete discipline and do my best to perform my duties. I also authorize the management of Prakhar Software Solutions Pvt Ltd to ask me to leave any time without any notice, in case of any misconduct on my part or if I am found violating any rules and regulations laid by the company from time to time or fail to meet the defined performance standards during the training and employment.

Candidate Name/Signature).....

Date.....27/08/2021

(Save Papers save Trees)

Prakhar Software Solutions Pvt. Ltd.

Corporate office: C-11, LGF, Malviya Nagar, Opposite State Bank of India, New Delhi - 110017
Registered Office: Flat No.3, Upper Ground Floor, Plot No. 173, Savitri Nagar, New Delhi - 110017 (India)
Ph: +91-11-79626411 | Mail: info@prakharsoftwares.com | Web: www.prakharsoftwares.com
Offices: Delhi, Gaziabad, Pune, Durg, Indore, Bhopal, Jaipur, Bangalore, Mirzapur, Ranchi

Date: 23 Sep 2020

APPOINTMENT LETTER

MR RAJIV SONI
EMP CODE - 48

It was a pleasure meeting you to explore a career opportunity in our Organization. Based on our discussions, we are pleased to appoint you as a **ERP IMPLEMENTER**.

Your Monthly Salary will be Rs **18000/- (Eighteen Thousand rupees only)** per month. This will be subject to various statutory deductions. You will report to the **RATAN DWIVEDI** & your date of joining will be **23 Sep 2020**.

Your roles and responsibilities would be as allocated and assigned to you by the management of the Organization and the management may at their discretion change, amend or alter your roles and responsibilities from time to time. You will be stationed at our Indore Office.

Probation: Your appointment will be on probation basis for six months from the date of joining the Company. During the probation period your performance will be under management review and your confirmation after expiry of probation period will be subject to this performance review. Your employment with Company shall continue until you receive the letter of confirmation from the Company in this behalf.

Notice Period after completion of Period :

During Probation - Your services are subject to notice period of One month on either side, or salary in lieu thereof.

Post Confirmation - Your employment shall be subject to notice period of One month on either side, or salary in lieu thereof. The notice period mentioned here is applicable to all employees excluding directors of the Company.

We believe that you would be a valuable addition to the NWAY Family and wish you a rich & fulfilling career with us.

For NWAY TECHNOLOGIES PVT LTD

Authorized Signature

Arun Singh



Acknowledgement

I have read, understood and agree to abide by the terms and conditions of my employment mentioned in this letter of appointment and Annexures thereof.

Signature : _____

Name : RAJIV SONI

Date : _____

Address : 1 Gajraj Nagar, Madhavrao Schindia Square Kanadia Road Indore PIN - 452016

Self-Employment Declaration

I Miss Pratibha Singh. Daughter of P.S.Thakur.....Address:- MIG-1/116 Sada Colony Jamnipali Korba Chhattisgarh..... a passed-out students of M.Sc at 2018, hereby declare that i am working as Inside Sales Representative in Dell Technologies Hyderabad.

This self -declaration is being issued on the request of Guru Ghasidas Viswavidyalaya, Bilaspur.

Place: Hyderabad

Signature: Pratibha Singh
Name: Pratibha Singh

Mob: 8817843988

Email: prats1704@gmail.com

Self - Employment Declaration

I Mr./ms. SOMA SAHU Son/Daughter of Mr. BAGIRANG SAHU Address LAKHANPUR POST-SUTARRA KATGHORA KORBA

(C.G.) a passed-out Students of MCA/M.Sc. Computer B.Sc. Computer do hereby declare that I am running a business/ Self - Employed in R.L.B.

H.S. School Dhelwadih. having a tentative average monthly income of Rupees 2000/-

This Self - declaration is being issued on the request of my alma mater Guru Ghasidas Viswavidyalaya, Bilaspur.

Place: LAKANPUR

Signature: Soma

Date: 25/4/2023

Name: SOMA SAHU

Mob: 8827067829

Email: ambikeshsahu7@gmail.com

**कार्यालय कलेक्टर एवं अध्यक्ष स्वामी आत्मानंद उत्कृष्ट अंग्रेजी माध्यम विद्यालय
संचालन एवं प्रबंधन समिति बिलासपुर, जिला-बिलासपुर (छ.ग.)**

-: आदेश :-

क्र./1129/सेजेस/संविदा भर्ती/2022-23

बिलासपुर, दिनांक 24/02/2023

छ.ग. शासन स्कूल शिक्षा विभाग, के आदेश क्र0 एफ-23-08-/2020/20-दो/46 अटल नगर, नवा रायपुर दिनांक 24/06/2022 के परिपालन में स्वीकृत स्वामी आत्मानंद उत्कृष्ट अंग्रेजी माध्यम विद्यालयों में कम्प्यूटर शिक्षक के संविदा भर्ती हेतु विज्ञापन क्र0/5758/सेजेस/अंग्रेजी माध्यम/संविदा भर्ती/22-23 बिलासपुर दिनांक 19/07/2022 जारी किया गया था। एतद् द्वारा स्वामी आत्मानंद उत्कृष्ट अंग्रेजी माध्यम विद्यालय तिलक नगर जिला बिलासपुर (छ0ग0) में कम्प्यूटर शिक्षक के पद पर निम्नांकित अभ्यर्थी को विज्ञापन में अधिरोपित शर्तों के अधीन एक मुश्त मानदेय (अन्य कोई भत्ते देय नहीं होंगे) पर संविदा नियुक्ति प्रदान की जाती है।

क्र.	अभ्यर्थी का नाम	पिता/पति का नाम	पद का नाम	चयनित संवर्ग	पता	एकमुश्त देय वेतन
1	2	3	4	5	6	7
1	SUMESH KUMAR SAHOO	RAMCHANDRA SAHOO	ComputerTeacher	OBC	MAA SHARDA VIHAR, KAPIL NAGAR SARKANDA, BILASPUR (C.G.)	35400

- उपरोक्त पदांकित कम्प्यूटर शिक्षक संविदा को पदस्थापना स्थान स्वामी आत्मानंद उत्कृष्ट अंग्रेजी माध्यम विद्यालय तिलकनगर जिला बिलासपुर में दिनांक 04/03/2023 तक कार्यभार ग्रहण करना होगा, उक्त अवधि में कार्यभार ग्रहण न करने पर यह आदेश स्वयमेव निरस्त माना जायेगा।
- नियुक्ति सभी अभ्यर्थी छ.ग. सिविल सेवा (संविदा नियुक्ति) नियम 2012 के प्रावधानों के अधीन अधीन होंगे एवं छ.ग. सिविल आचरण नियम 1965 से शासित होंगे।
- नियुक्त अभ्यर्थी स्वामी आत्मानंद उत्कृष्ट अंग्रेजी माध्यम विद्यालय संचालन प्रबंधन समिति बिलासपुर के पूर्ण प्रशासनिक नियंत्रण में कार्य करेंगे।
- संबंधित अभ्यर्थी की नियुक्ति मेडिकल बोर्ड से चिकित्सकीय प्रमाण पत्र प्राप्त करने की प्रत्याशा में की जा रही है। जिला मेडिकल बोर्ड द्वारा अयोग्य पाये जाने पर उनकी सेवाएं तत्काल समाप्त कर दी जावेगी।
- पुलिस अधीक्षक से प्राप्त अनुप्रमाणन (चरित्र सत्यापन प्रमाण पत्र) में यदि आपराधिक गतिविधियां पाई जाती हैं तो सेवा तत्काल प्रभाव से समाप्त कर दी जायेगी।
- नियुक्त अभ्यर्थी का कार्य व्यवहार असंतोषजनक पाये जाने पर संबंधित को 1 माह का नोटिस देकर अथवा उसके एवज में 01 माह का वेतन देकर सेवा समाप्त की जा सकती है।
- उपरोक्त नियुक्ति में अनुसूचित जाति, अनुसूचित जनजाति तथा अन्य पिछड़ा वर्ग के उम्मीदवार की नियुक्ति में आरक्षण दिये जाने के संबंध में सामान्य प्रशासन विभाग द्वारा प्रसारित निर्देशों का पालन किया गया है।
- यदि किसी भी स्तर पर उम्मीदवार द्वारा उसके अनुसूचित जाति, अनुसूचित जनजाति तथा अन्य पिछड़ा वर्ग को सदस्य होने संबंधी दी गई जानकारी गलत पायी जाती है तो वह बिना किसी पूर्व सूचना के सेवा से पृथक किए जाने के लिये स्वयं उत्तरदायी होगा तथा उसके विरुद्ध भारतीय दण्ड संहिता के प्रावधानों के अधीन कार्यवाही की जावेगी।
- यदि उपर्युक्त नियुक्त अभ्यर्थियों द्वारा अपने ऑनलाईन आवेदन, अभिलेख सत्यापन में प्रस्तुत जानकारी/प्रमाण पत्र गलत/भ्रामक/कूटरचित पाये जाते हैं तो उसे बिना किसी पूर्व सूचना के सेवा से पृथक किया जा सकेगा तथा उनके विरुद्ध भारतीय दण्ड संहिता के युक्तियुक्त प्रावधानों के अधीन कठोर कार्यवाही की जावेगी, जिसके लिये अभ्यर्थी स्वयं पूर्णरूपेण उत्तरदायी होगा।
- समस्त चयनित अभ्यर्थियों के कार्यों का समय-समय पर निरीक्षण एवं पर्यवेक्षण तथा अनिवार्य रूप से वार्षिक मूल्यांकन, नियोक्ता द्वारा गठित समिति के द्वारा किया जावेगा एवं उक्त समिति की अनुशंसा उपरांत ही विद्यालयीन आवश्यकता अनुसार आगामी सत्रों के लिये नियुक्ति निरंतर जारी रखी जा सकेगी।
- यह नियुक्ति पूर्णतः अस्थायी प्रकृति की है, चयनित अभ्यर्थी इस आदेश में उल्लेखित एकमुश्त वेतन के अतिरिक्त स्थाईकरण, नियमितकरण, संविलियन, पेंशन या अन्य कोई सेवालाभ प्राप्त करने का हकदार नहीं होगा, न ही इस

Self-Employment Declaration

I Mr./Ms. Kamini Chauve Son/Daughter of
Mr. Prem Narayan Chauve. Address - Baniyapara
Ratanpur, Distt. - Bilaspur (C.G), a passed-out
Students of MCA/M.Sc. Computer / B.Sc. Computer
do hereby declare that I am running a business/
Self-employed in G.B.J. Vidya Mandir, Ratanpur
having a tentative average monthly income of
Rupees 10,000

This self-declaration is being issued on the
request of my alma mater Guru Ghasidas
Viswavidyalaya, Bilaspur.

Place :- Ratanpur

Date :- 26/04/2023

Signature: Kamini Chauve

Name - Kamini Chauve

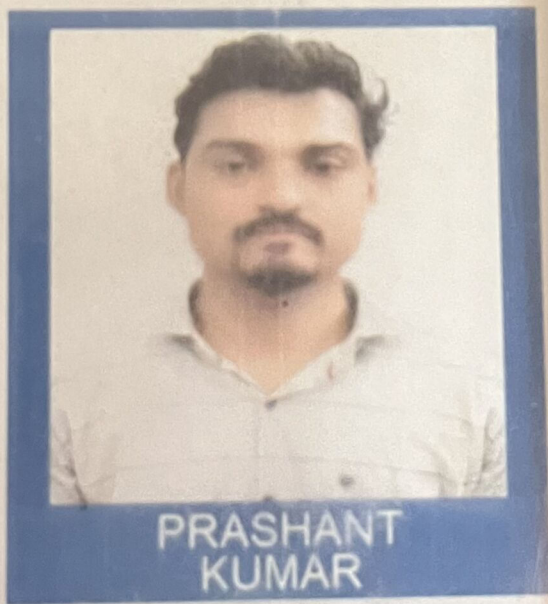
Mob. - 7879902779

Email - Kamini27kittu@gmail.com



TATA

TATA CONSULTANCY SERVICES



**PRASHANT
KUMAR**

Card No 105291
Associate No 2389756

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001, India

Letter of Offer

November 28, 2022

Pradeep Kumar Kaushik,
Village+post - Bahatrai, Sakari, Land mark - Gudi chowk,
Dist: Bilaspur, Chhattisgarh: 495003

Dear Pradeep,

Welcome to the Apexon Family! We are pleased to offer you the position of **Senior Software Engineer** in **Band 6A** of our organization. The terms and conditions of the offer are given below.

1. Your initial place of posting will be Infostretch Corporation (India) Pvt. Ltd. (**Apexon**), Block A-B, Neptune Corporate House, B/h Rajpath Club, SG Highway, Bodakdev, Ahmedabad 380054. The business hours begin from 09:30AM onwards. Your current work location will be **Bangalore, India**.
2. You are expected to join us not later than **December 12, 2022**, failing which we will presume you do not have interest in pursuing a career with us, accordingly, this offer will be automatically withdrawn and treated as cancelled.
3. You will be on probation for a period of three months. Based on the three-month assessment, your services will be confirmed based on review feedback and confirmation appraisal.
4. This offer of appointment is conditional and contingent to your clearance of the Reference Check and your execution of the Company's standard form of Employment Agreement, Confidentiality and Non-Disclosure Agreement.
5. This is NOT a Letter of Appointment but a Letter of Offer. The Letter of Appointment (Employment Agreement) will be issued at the time of joining.
6. The details of your Compensation and Benefits Program are enclosed for your reference. We repeat that your compensation is a confidential matter between you and the Company, and any breach of confidentiality will be treated with the utmost seriousness.
7. To complete the pre-joining formalities, you would need to submit the photocopies of the following documents:
 - a. All educational / technical certificates beginning with 10th standard
 - b. Relieving and Experience Certificates from all the previous employer(s)
 - c. Proof of last three salaries drawn.
 - d. Passport size photographs (3 Nos.)
 - e. Photocopy of Passport. (All observation & Non-blank pages)
 - f. PAN card Copy
 - g. Address Proof Copy – Ration Card, Electricity Bill, Landline Telephone Bill, Rent Agreement, Driving License

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with Apexon and look forward to rewarding and successful growth-oriented journey that we have embarked upon, that will benefit your career as well as our company.

For,
Infostretch Corporation (India) Private Limited



Veena Joji
Chief Human Resources Officer

Accepted and Agreed:

Sign: _____

Pradeep Kumar Kaushik

info@apexon.com
[+91-79-67771222](tel:+91-79-67771222)

Infostretch Corporation Pvt. Ltd.
Neptune Corporate House, 101-105 Block A B/H Rajpath
Club S G Highway, Ahmedabad, Gujarat, India 380054



Annexure: Compensation Details		
Name	Pradeep Kumar Kaushik,	
Department	110 - Enterprise Development	
Designation	Senior Software Engineer	
Band	6A	
Offer Date	November 28, 2022	
Date of Joining	December 12, 2022	
Tagged Location (IT Asset Management)	Ahmedabad, IN	
Work Location	Bangalore, India	
Validity to Accept Offer	December 01, 2022	
Components (A)	Monthly (INR)	Yearly (INR)
Basic Salary	70000	840000
HRA	28000	336000
Child Education Allowance	200	2400
Special Allowance	61133	733596
Statutory Bonus	3000	36000
LTA	2500	30000
Flexible Benefit		
Communication Allowance	833	10000
Commute Allowance	2500	30000
Professional Attire Allowance	1667	20000
Fixed Pay* (A)	169833	2037996
Retirals (B)		
Employer Contribution to Provident Fund @ 12% of Basic or Rs. 1800/-	1800	21600
Gratuity @ 4.81%	3367	40404
ESIC *	0	0
Total Retirals (B)	5167	62004
Total Fixed Pay (A+B)	175000	2100000
Target Variable Pay# (C)	0	0
Target CTC (A+B+C)	175000	2100000
#Payout subject to Company & Employee performance as per applicable Variable Pay Plan and continued employment with ICPL on the date of pay-out.		
Offer understood & accepted	I will join on	



Annexure- Employee Benefits

Variable Pay:

- Variable Pay (if applicable) is cleared twice in a year i.e. in the month of February and August for all eligible employees who have completed minimum six months with the company. It is subject to your continued employment with Apexon at the time of pay-out.

Medical Insurance:

- All the employees and their dependents (spouse, 2 children) will be covered under the Mediclaim Insurance for a family floater limit of Rs.5 Lacs.
- Separate policy available for parental insurance (voluntary) on a premium co-payment basis for the sum insured 2, 3 and 5 lacs on corporate discounted rates.
- This benefit can be claimed in case of hospitalization for more than 24 hours. Employees can avail Cashless claim settlement with network hospitals.
- Maternity expenses benefit is also provided as per this policy.

* The above-mentioned limits are as per current policy and subject to change from time to time. Please refer policy terms for ailment capping.

Group Personal Accidental Insurance:

- The employees are covered under the Group Personal Accidental insurance for Rs. 5 Lacs
- Inability to attend the work (Temporary Total Disablement) weekly compensation @ 1% of Sum Insured or INR. 5000/- per week Max up to 100 weeks whichever is lower will be paid.
- In case of Physical Disability (Permanent Total Disablement /Permanent Partial Disablement) - 50% to 100% sum insured will be paid.
- In case of Death The family of the deceased employee will receive the total sum insured as benefit
- The Insurance Policy cover - 24/7 hours on a worldwide basis including Terrorism Cover

* The above-mentioned limits are as per current policy and subject to change from time to time.

Group Term Life Insurance:

- The employees are covered under the Group Term Life Insurance for Rs. 10 Lakhs
- In case of death of an employee – his/her nominee will receive the total sum insured as benefit.
- For employees who got infected/ diagnosed with COVID-19, the risk cover will commence 45 days after the date of recovery.

Employee Assistance Program (EAP)

- Apexon in partnership with Truworth Wellness will help Apexers prioritize their healthcare needs including mental and emotional wellbeing more effectively.
- Truworth Wellness provide confidential advice to help manage all aspects of health that may be impacting your personal and work life.
- The suite of services will be available for self and your any 4 dependents.

Medical Check-ups:

- Wellness sessions are being arranged and Medical check-ups by prominent service providers are been organized for the employees to enhance physical & mental well-being.

info@apexon.com
[+91-79-67771222](tel:+91-79-67771222)

Infostretch Corporation Pvt. Ltd.
Neptune Corporate House, 101-105 Block A B/H Rajpath
Club S G Highway, Ahmedabad, Gujarat, India 380054

Notice Period:

- A notice of 60 days is applicable during the employment with the company by either party to terminate contract of employment.

Holidays & Leaves:**Holidays:**

- Holiday's commemorating events of national, social and religious significance are offered to employees. Apart from scheduled weekend/ earned leaves there are 8 Public Holidays every year, including two floating holidays.

Privilege Leaves:

- All employees will be entitled for thirteen privilege leaves.

Sick Leaves:

- All employees will be entitled for eight sick leaves during calendar year.

Casual Leaves:

- All employees will be entitled for seven casual leaves during calendar year.

Maternity Leave:

- All female employees who have worked with the company for not less than 80 days will be eligible for twenty-six weeks of maternity leave. Maternity leave will include all week offs, holiday coming in between the leave period. Female employees will be entitled for all the benefits as prescribed under the Maternity Benefit Act.

Paternity Leave:

- All male employees (confirmed employees) are entitled for 5 days paternity leave at the time of childbirth/ legal adoption, or his wife undergoes pre-mature termination of pregnancy. Paternity leave can be availed only for the birth/adoption of the first 2 children. Leave must be availed within 30 days of the actual date of birth/adoption.

Marriage Leave:

- All confirmed employees are entitled for 3 days of marriage leave for their marriage. The leave day must include the date of marriage.

Bereavement Leave:

- In the event of demise of any immediate family member, every employee is entitled for three days of bereavement leaves.
- Immediate family members are defined as an employee's spouse, parents, parents-in-law, children.

Provident Fund:

- The Employee Provident Fund act provides social security benefit to employees. The company will contribute an amount equivalent (12% of basic or Rs. 1800 whichever is less) to employee's contribution to the fund. Employees can also opt for voluntary provident fund scheme, as per the PF regulations.

Gratuity:

- Apexers are eligible for gratuity on completion of 5 Years of continuous services.

National Pension Scheme:

- Under the NPS, contribution routed through employer is covered for tax benefit under section 80 CCD (2) (over and above 80 C limits).
- Under Corporate Model - Corporate Contribution for NPS is deducted from any flexi component of the salary and invested by the corporate as Employer's Contribution.
- The contribution can be 5% or 10% of the actual basic salary.

Certification Reimbursements:

- All regular employees are eligible for reimbursement of certification, as a part of the agreed and documented IDP (Individual Development Plan).

Food Vouchers

- The employees can avail Meal and Gift card/ wallet offered by Sodexo and Paytm. The opted amount to be deducted at actuals from month.

Internet Allowance

- Employees will be entitled for a monthly internet allowance of INR 1000/month till they are working from home during pandemic.

18th September 2021

Prateek Kaushik
9893402608
kaushikprateek11@gmail.com

Dear Prateek,

Welcome to team Indiquus!

We're delighted to offer you the position of **Fullstack Developer** with us.

Should you accept this offer, your start date will be **21st September 2021** as mutually agreed upon, and you would report on the said date by 10.00 am.

Your appointment letter, mentioning remuneration and other benefits in detail will be issued within a week of your joining. However, you will be eligible for the following under our company's policies.

You will be on probation for the first 6 months from your joining date. During this period, you are not entitled to take any paid leave. However, post probation the leaves will be added to your total leaves on your employment confirmation.

Standard benefits including:

- Expect salary to be credited by the 1st of every month (Except its weekend or rarely some technical glitch) directly to your bank account. Delays will be intimated in advance.
- Group Medical Policy
- Employee Recognition – monthly and quarterly motivation dose.

To accept this offer, sign, and date this letter as indicated below and email it back to us by **EOD 19th September 2021** after which this offer will stand invalid.

We are all looking forward to having you on our team.

Regards,

For Indiquus Technologies,



Sunando Bhattacharya
CEO, Indiquus

I confirm my acceptance of the same.

Prateek Kaushik