

**Date: 11-09-2023**

**Job Post: Trainee Flutter App Developer (Work from Home)**

**Dear, Akash Chauhan**

We are pleased to inform you that Startek it solutions have decided to offer you the opportunity to work from home as a flutter developer from date of 11<sup>th</sup> September 2023. This transition to a remote work arrangement is designed to ensure your safety, promote work-life balance, and maintain the efficiency and productivity of our team.

We believe that this work arrangement will provide you with greater flexibility and convenience while allowing you to continue delivering exceptional results in your role. To facilitate this transition, we have outlined some key details in our terms.

We believe that this transition to a remote work arrangement will be mutually beneficial, allowing you to enjoy a more flexible work environment while contributing to our company's continued success.

**Terms & Conditions:**

Terms and Conditions for Work from Home Developer & Designers

This agreement (the "Agreement") is entered into between Startek It Solutions, hereinafter referred to as the "Company," and Akash Chauhan, hereinafter referred to as the "Developer," collectively referred to as the "Parties."

**1. Scope of Work:**

1.1 The Developer agrees to provide Flutter development services to the Company for the given projects, hereinafter referred to as the "Project."

1.2 The Company will provide the Developer with project details, requirements, and timelines, which the Developer must adhere to.

**2. Work Arrangement:**

2.1 The Developer will work remotely from their own location as a work-from-home developer.

2.2 The Developer is responsible for providing their own computer, software, and internet connection necessary to perform the tasks required for the Project.

2.3 The Developer agrees to be available for communication during the Company's regular working hours (10:00 AM to 6:00 PM) or 24 x 7 in emergency case

**3. Compensation:**

3.1 The Company will make payments to the Developer on a payment frequency basis, details send separately.

#### **4. Confidentiality:**

4.1 The Developer agrees to maintain strict confidentiality regarding all project-related information, including but not limited to code, designs, business strategies, and client information.

4.2 The Developer will not disclose any confidential information to third parties without prior written consent from the Company.

#### **5. Intellectual Property:**

5.1 All intellectual property developed during the course of the Project, including but not limited to code, designs, and documentation, will be the exclusive property of the Company.

5.2 The Developer agrees not to use, disclose, or reproduce any proprietary information or intellectual property of the Company for personal gain or for the benefit of any other party.

#### **6. Termination:**

6.1 If Developer Want to Terminate or Leave Project Without completion then inform company before 30 days' time period. Upon termination, the Developer agrees to return all project-related materials and information to the Company.

#### **7. Liability:**

7.1 The Developer is responsible for any errors, omissions, or defects in the code or work product delivered to the Company.

7.2 The Company will not be liable for any loss or damage incurred as a result of the Developer's work, unless it is due to gross negligence or willful misconduct on the part of the Company.

#### **8. Independent Contractor:**

8.1 The Developer is an independent contractor and is not an employee, partner, or agent of the Company. The Developer is responsible for their own taxes, insurance, and any other legal obligations.

#### **9. Governing Law:**

9.1 This Agreement shall be governed by and construed in accordance with the laws of Jamnagar Jurisdiction.

#### **10. Entire Agreement:**

10.1 This Agreement constitutes the entire understanding between the developer and supersedes all prior agreements, whether oral or written.

By signing below, the developer acknowledge that they have read, understood, and agreed to the terms and conditions of this Agreement.

This Agreement is effective as of the date first above written.

**Developer:**

**Akash Chauhan**

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**Signature**

**Company:**

**Startek It Solutions**



**Kamlesh Chauhan**

**Jamnagar**

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