

Dear Mr. Ashish,

Ghaziabad, Uttar Pradesh 201016

Subject: Offer Of Employment

Dear Ashish,

## CONTRACT OF EMPLOYMENT

Following your interviews, I am very pleased to offer you a position as a Frontend Developer at **BigBets.AI** (your employer), based at **Ghaziabad**. We anticipate that your start date will be on or about **Sep 10, 2025** ("Joining Date") and expect you to work for the Company beginning on that day.

This letter sets out the main terms and conditions of your employment.

**Compensation:** Your position is a full-time, classified as an **at-will, exempt** position. The monthly stipend for this position is **Rs. 12,000 (Twelve Thousand Rupees)**, payable as per the Company's payroll policies. In addition, you will be eligible for a **performance-based bonus of 30%** of your monthly salary, payable only upon successful completion of your assigned monthly targets. Currently, the payroll period ends on the last day of each month.

**Days of Work:** You will be required to work a standard six-day workweek, with flexibility to extend working hours or work additional days as needed to meet project deadlines. This flexibility will align with company operational needs. You are expected to demonstrate a proactive attitude, adaptability, and a commitment to meeting team objectives.

**Your Hours at Work:** You will work hours of the day and days of the week as determined by business requirements. In case of exceptional workload, you are expected to work additional hours as reasonably required, subject to the limits set by applicable laws.

**PTO:** In addition to public holidays notified by the Company, you will be granted:

- **2 days** of casual leave

Planned Leaves must be approved in advance by your Supervisor.

Upon termination of your job, if you have taken more leave than your entitlement, the Company may deduct the value of excess days from your final stipend payment.

Sick leave will be provided in accordance with Company policy, subject to submission of valid medical proof where required.

**Outside Employment:** During the course of your employment, you are expected not to engage in any other employment, work, or business activities outside of BigBets.AI without prior written approval.

**Employment-At-Will:** Your employment at BigBets.AI is **at-will**. Either you or the Company may terminate this arrangement at any time, with or without cause or notice, subject to applicable laws.

**Confidentiality:** During and after your employment, you are required to maintain strict confidentiality regarding any information, documents, or projects that you access. Unauthorised disclosure of confidential information will result in disciplinary action, including termination and legal recourse where necessary.

**Personal Data:** The Company holds certain personal information about you as part of its general employee records, which may include your name, address, professional background, performance reviews, and remuneration details. This data will be handled confidentially and used only for personnel, administrative, and operational purposes.

**Certification and Completion:** Upon successful completion of your employment, you will be provided with:

- **An Experience Letter based on your performance and contribution to the Company**

**Summary of Salary & Benefits:**

Name - Ashish Kumar Thakur	
Designation - Frontend Developer	
	Monthly - INR
Monthly Stipend	12,000
Total Stipend - Yearly	1,44,000

Divya S

DEPARTMENT HEAD

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