Employment Contract

This Employment Contract ("Contract") is made and entered into as of **15 December 2025** by and between **Bhuma Infotech Pvt Ltd**, having its principal place of business at *C189, Block B, Sarvodaya Enclave, New Delhi, Delhi 110017* (hereinafter referred to as "Employer") and **Chetan**, residing **Plot No 38 Roop Vihar, Nawada Extension, Nawada, New Delhi - 110059 (Near By - fitness One Gym)** (hereinafter referred to as "Employee").

1. Position and Duties:

1.1 The Employer agrees to employ the Employee in the position of **Software Developer**.

1.2 The Employee agrees to diligently perform all duties and responsibilities customary to the position and as may be assigned by the Employer from time to time.

2. Term of Employment:

2.1 The employment will commence on **15 December 2025** and will continue until terminated in accordance with the provisions of this Contract.

3. Compensation:

3.1 The Employee shall be paid an annual gross salary of **₹4,80,000** paid on a monthly basis at **₹40,000.**

3.2 Salary shall be subject to statutory deductions as per the applicable laws.

4. Benefits:

4.1 The Employee will be entitled to participate in the Employer's benefit plans, including health insurance, savings plan, paid time off, and any other benefits as described in the company policies.

5. Working Hours:

5.1 The Employee's standard working hours will be from **9:00 AM** to **6:00 PM**, **Mon-Fri**.

5.2 The Employee may be required to work additional hours as necessary to fulfil the duties and responsibilities of the position.

6. Probationary Period:

6.1 The Employee will be subject to a probationary period of **03** months. During this time, the Employer may terminate the employment without notice.

7. Termination:

7.1 The employment may be terminated by either party with **2 Months'** notice or payment in lieu of notice.

7.2 The Employer may terminate the employment without notice for cause, including but not limited to gross misconduct, breach of Contract, or failure to perform duties satisfactorily.

8. Confidentiality:

8.1 The Employee agrees to maintain the confidentiality of all proprietary information and trade secrets of the Employer, both during and after the term of employment.

9. Non-Compete and Non-Solicitation:

9.1 The Employee agrees not to engage in any business that directly competes with the Employer during the term of employment and for a period of **24 months** following termination of employment.

9.2 The Employee agrees not to solicit any employees or clients of the Employer during the term of employment and for a period of **24 months** following termination of employment.

10. Governing Law:

10.1 This Contract shall be governed by and construed in accordance with the laws of New Delhi, India.

11. Entire Agreement:

11.1 This Contract constitutes the entire agreement between the parties and supersedes all prior agreements or understandings, whether written or oral, relating to the subject matter herein.

IN WITNESS WHEREOF, the parties have executed this Employment Contract as of the day and year first above written.

A. **Employer:**

Palak Sinha
Head (Human Resources)
Bhuma Infotech Pvt Ltd
hr@bhumatech.com

Signature:_____
Date: **15 December 2025**

B. Employee:

Chetan

Signature: _____

Date: _____ 15 / 02 / 2025 _____

Please fill in the necessary details and customise the contract as per your company's specific terms and policies.