

30th September 2022

Dear Nitin,

We are pleased to appoint you as **"Full Stack Developer"** at **Pixxmo Online Services Pvt. Ltd.** under the following Terms & Conditions.

Terms & Conditions

1.1 Salary and Bonus: Your Gross Salary will be **Rs. 1,80,000/- (One Lakhs Eighty Thousand Rupees Only)** per annum. All pay increases are purely based on merit. The break-up of your salary has been provided in the compensation details sheet in Annexure – 1. You will be eligible for a performance-based Bonus as per company policy at the end of review cycle. Your Compensation may be revised post completion of Probation period subject to your performance.

1.2 Job Assignment and Reporting: You will report to the undersigned in your job functions. However, during the course of your employment, you may be given any assignment arising out of the company's business that the management/ undersigned in its/her subjective judgment, feels is suited to your background, qualifications, or experience.

1.3 Workplace: Your initial workplace will be Remote/ Work from home; in addition, you may need to travel within or outside the country as required for business related assignments. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where **Pixxmo Online Services Pvt. Ltd.** conducts/ shall conduct its business.

1.4 Confidentiality: Except in the proper course of your employment or thereafter, you will not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval.
All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.

1.5 Intellectual Property: The rights to any invention, discovery or creation of any system or method related to the company's operations and arising out of any work done in the course of your employment will automatically vest with the company. In this connection, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. You are specifically made aware that you will not be made liable to any compensation for such acts of yours, and that any reward that the company chooses to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, by you.

1.6 Leave Entitlement: You will be entitled to 14 days privilege leave, 6 days medical /casual leave per annum to be taken by agreement with company.

1.7 Whilst employed by the company



Phone.

9996888764



Email.

contact@pixxmo.com



Address.

977, Sector-1, Rohtak, Haryana, India - 124001

- You will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Management/undersigned.
- You will be required to effectively carry out all duties and responsibilities assigned to you by your Report and others authorized by the company/undersigned to assign such duties and responsibilities. Your performance will be subject to appraisal by your Report as per the performance management system laid out by the company.
- You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures.
- You shall be required to sign a Non-Disclosure Agreement along with this letter, prior to the date of joining. Please note that such signing is a condition precedent to your joining us.
- **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents, and testimonials. This appointment is based on the details provided by you in your application to the company and your curriculum vitae and shall be considered null and void if any material error/ suppression, in the Company's opinion, is discovered therein at any point of time in future.

1.8 Termination: After confirmation you will be required to give 2 months working notice to the company, if you so desire. Likewise, the company shall be entitled to terminate your employment by giving a 2 months' notice in writing or 2 months' salary in lieu of the notice.

However, in case of any breach of the terms and condition of employment committed by you, your employment can be terminated without any notice or any salary in lieu of the termination.

The aim of this policy is to minimize unnecessary disruption of business. **Pixxmo Online Services Pvt. Ltd.** reserves the right to terminate your employment on grounds of policy, health, misconduct or unsatisfactory job performance.

Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination.

Upon separation from the company on account of either resignation or termination, you shall immediately return to the company all assets and property of the company including documents, files, books, papers and memos in your possession or custody.

In the event of any dispute regarding the terms and conditions of your appointment, you will be subject to the jurisdiction of the relevant courts of law at Rohtak, Haryana.

You are required to join the Company on **1st October 2022**.

The terms of this Letter of Appointment are strictly confidential.



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Kindly sign and return a copy of this letter. Please sign initial each page in acceptance of the terms and conditions set out herein.

We welcome you aboard and wish you success in your career with **Pixxmo Online Services Pvt. Ltd.**, a Company committed to Business and Technology excellence.

Looking forward to a mutually rewarding association.

Sincerely,

For Pixxmo Online Services Pvt. Ltd.

Accepted & agreed

~~Pixxmo Online Services Private Limited~~

Nitin

Sujata Nagpal

~~Director~~



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