

Date: 25th June 2024

To,

Pratham Nemade  
36, Utkarsh Nagar behind Chintamani Nagri no. 1  
Manewada besa road, Nagpur 40027

**Subject: Appointment Letter for the Position of MERN Stack Trainee**

Dear Pratham Nemade,

We are pleased to extend to you an offer for the position of MERN Stack Trainee at Imtihan Edutech Pvt. Ltd. After thoroughly evaluating your skills, qualifications, and potential, we are confident that your abilities align well with our organizational goals. This letter outlines the terms and conditions of your appointment and provides detailed information regarding your role and expectations within the company.

**Job Title and Reporting Structure:**

**Job Title: MERN Stack Trainee**

**Effective Date: 25th June 2024**

**Reporting To: Zee Ashish**

**Location: Kolkata**

**Compensation and Benefits:**

Compensation: Your Tenure stipend will be INR 35000/-. In addition to your stipend, you will be entitled to benefits as per company policy, including:

1. Health Insurance: Comprehensive health insurance coverage as per company policy. Details of the coverage and policy terms will be shared upon joining.
2. Paid Time Off: You will accrue paid time off (PTO) as per the company's leave policy, including annual leave, sick leave, and public holidays.
3. Professional Development: Access to training programs, workshops, and courses relevant to your role.

Working Hours: You are expected to work 48 hours per week, adhering to company policies.



+91-8981321888



info@swanirbhar.in



www.swanirbhar.in



033-44053783

**Key Responsibilities:**

As a MERN Stack Trainee, your primary responsibilities will include, but are not limited to:

**1. Development and Maintenance of Web Applications:**

- Assist in developing and maintaining web applications using the MERN stack (MongoDB, Express.js, React.js, Node.js).
- Ensure code quality by following best practices in coding and testing.
- Participate actively in the software development lifecycle, including requirements gathering, planning, development, testing, deployment, and maintenance.

**2. Collaboration and Teamwork:**

- Work collaboratively with senior developers and cross-functional teams to understand project requirements and contribute effectively to technical solutions.
- Attend and actively participate in team meetings, brainstorming sessions, and code reviews.

**3. Code Reviews and Debugging:**

- Engage in regular code reviews to ensure adherence to coding standards and identify potential improvements.
- Debug and troubleshoot software issues, ensuring timely resolution to maintain project timelines.

**4. Learning and Skill Enhancement:**

- Stay abreast of the latest industry trends, technologies, and best practices in MERN stack development.
- Engage in continuous learning opportunities provided by the company to enhance your technical skills and professional growth.

**5. Documentation and Reporting:**

- Maintain comprehensive documentation of your work, including code documentation, technical specifications, and progress reports.
- Report regularly to your supervisor on the status of assigned tasks and projects, highlighting any challenges or areas requiring assistance.



+91-8981321888



info@swanirbhar.in



www.swanirbhar.in



033-44053783

**Training and Development:**

At Imtihan Edutech Pvt. Ltd., we are committed to fostering an environment of continuous learning and development. As a MERN Stack Trainee, you will be provided with the following training and development opportunities:

**1. Structured Training Program:**

- Participate in a structured training program designed to enhance your technical skills and knowledge in MERN stack development.
- Receive hands-on training and mentorship from experienced developers.

**2. Real-World Projects:**

- Work on real-world projects that provide practical experience and exposure to industry best practices.
- Collaborate with team members on project assignments, gaining insights into project management and software development processes.

**3. Professional Development:**

- Attend workshops, seminars, and training sessions to stay updated on the latest advancements in web development technologies.
- Access online resources, courses, and learning materials to support your professional growth.

**Terms of Employment**

This appointment is contingent upon the successful completion of the following pre-employment checks and conditions:

**1. Background Verification:**

- Your appointment is subject to satisfactory background verification, including educational qualifications, employment history, and other relevant checks as per company policy.

**2. Probationary Period:**

- You will be on probation for a period of 3 Month, during which your performance and suitability for the role will be assessed. Upon successful completion of the probationary period, your appointment will be confirmed.

**3. Confidentiality Agreement:**

- You are required to sign a confidentiality agreement, acknowledging your responsibility to protect and maintain the confidentiality of company information, intellectual property, and client data.



+91-8981321888



info@swanirbhar.in



www.swanirbhar.in



033-44053783

**4. Code of Conduct:**

- Adherence to the company's code of conduct and policies is mandatory. Any breach of conduct may result in disciplinary action, up to and including termination of employment.

**5. Notice Period:**

- Either party may terminate the employment by providing Insert Notice Period notice in writing. During the notice period, you are expected to fulfill all duties and responsibilities assigned to you.

**Confidentiality and Intellectual Property**

As a MERN Stack Trainee, you will have access to confidential and proprietary information belonging to Imtihan Edutech Pvt. Ltd. You are required to adhere to the following terms regarding confidentiality and intellectual property:

1. Confidential Information: All information disclosed to you, including business operations, customer information, intellectual property, service information, product information, production processes, accounting information, marketing and development information, computer technology, and proprietary computer code, must be treated as confidential.
2. Non-Disclosure Obligations: You must not disclose any confidential information to unauthorized persons or entities. Confidential information must only be used for purposes directly related to your employment with Imtihan Edutech Pvt. Ltd.
3. Intellectual Property Rights: Any work product, inventions, or intellectual property developed by you during your employment with Imtihan Edutech Pvt. Ltd. will be the exclusive property of the company. You agree to assign all rights, title, and interest in such work product to the company.
4. Return of Confidential Information: Upon termination or expiration of your employment, or upon request by the company, you must return all documents, materials, and other media containing confidential information.



+91-8981321888



info@swanirbhar.in



www.swanirbhar.in



033-44053783

**Conflict of Interest and Non-Compete**

To protect the interests of Imtihan Edutech Pvt. Ltd., you are required to adhere to the following terms regarding conflict of interest and non-compete:

1. Conflict of Interest: You must avoid any activity, relationship, or situation that could result in a conflict of interest with your responsibilities to Imtihan Edutech Pvt. Ltd. Any potential conflicts of interest must be disclosed to your supervisor immediately.
2. Non-Competition: For a period of 1 year after the termination of your employment, you must not engage in any business activity that directly competes with the business of Imtihan Edutech Pvt. Ltd. without the express written consent of the company.

**Non-Solicitation**

To protect the interests of Imtihan Edutech Pvt. Ltd., you are required to adhere to the following terms regarding non-solicitation:

1. Non-Solicitation of Employees: For a period of 1 year after the termination of your employment, you must not solicit, entice, or hire away any employee of Imtihan Edutech Pvt. Ltd.
2. Non-Solicitation of Clients: For a period of 1 year after the termination of your employment, you must not solicit or attempt to solicit any client or customer of Imtihan Edutech Pvt. Ltd.

**Termination**

This appointment may be terminated by either party under the following conditions:

1. Voluntary Termination: You may terminate your employment by providing 45 Days' notice in writing.
2. Involuntary Termination: Imtihan Edutech Pvt. Ltd. may terminate your employment at any time, with or without cause, by providing 15 Days' notice in writing. In cases of gross misconduct, termination may be immediate and without notice.
3. Post-Termination Obligations: Upon termination of your employment, you must return all company property and confidential information, and comply with any post-termination obligations outlined in this appointment letter and the confidentiality agreement.



+91-8981321888



info@swanirbhar.in



www.swanirbhar.in



033-44053783

**Acceptance**

To confirm your acceptance of this appointment, please sign and return a copy of this letter by 1st July 2024. Your signature below indicates your understanding and acceptance of the terms and conditions outlined in this appointment letter.

We are thrilled to welcome you to the Imtihan Edutech Pvt. Ltd. family. We believe that your enthusiasm and dedication will significantly contribute to our mission of revolutionizing the educational technology sector. We look forward to your valuable contributions and wish you a successful and fulfilling career with us.

**Acceptance:**

I, Pratham Nemade, accept the appointment for the position of MERN Stack Trainee at Imtihan Edutech Pvt. Ltd. I agree to the terms and conditions outlined in this letter.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Company Information:**

Imtihan Edutech Pvt. Ltd. is committed to fostering innovation and excellence in the educational technology sector. Our mission is to provide cutting-edge solutions that enhance learning experiences and outcomes. As a member of our team, you will have the opportunity to contribute to impactful projects and collaborate with industry leaders.

We prioritize a culture of continuous improvement, professional development, and a supportive work environment. Our team is dedicated to creating a positive impact through technology and innovation, and we are excited to have you join us on this journey.

Should you have any questions or require further clarification regarding this appointment letter or any other aspect of your employment, please do not hesitate to contact our HR department at [hr@swanirbhar.in](mailto:hr@swanirbhar.in). We are here to support you and ensure a smooth transition into your new role.

Once again, congratulations on your appointment. We look forward to your contributions and are confident that your journey with Imtihan Edutech Pvt. Ltd. will be both rewarding and fulfilling.

Imtihan Edutech Pvt. Ltd.



+91-8981321888



[info@swanirbhar.in](mailto:info@swanirbhar.in)



[www.swanirbhar.in](http://www.swanirbhar.in)



033-44053783