

**Date:**28/08/2023

**Location:** Madurai

Dear Safrin Mujibur Rahuman,

Re: Appointment Letter – **Developer Trainee** at **DREAMZCODER**

We are thrilled to officially welcome you to the **DREAMZCODER** team as a **Developer Trainee**. We were highly impressed with your qualifications and experience, and we are confident that your skills will greatly contribute to our organization's success. This appointment letter outlines the terms and conditions of your employment.

**Position:** Developer Trainee

**Salary:** 6000 per month

**Joining Date:** Sept 01, 2023

#### **Terms and Conditions:**

**Probation Period:** You will be under a probationary period of **90 days** starting from your date of joining. During this period, your performance will be evaluated based on various factors to ensure alignment with the expectations of the role.

**Notice Period:** If you decide to resign from your position, a notice period of **45 days** is required. In case you opt to leave the organization without fulfilling the notice period, you will be liable to pay an amount equal to one month's salary as compensation.

**Benefits:** You will be entitled to the standard benefits that are typically extended to employees in similar positions at **DREAMZCODER**. These benefits will be elaborated upon during your onboarding process.

**Working Hours:** Your working hours shall be from 9.30 am to 5.30 pm (Monday-Friday/ Saturday). However, you may also be required to avail yourself outside these stipulated hours if the need arises.

#### **Leave and Holidays (Per Year)**

**Privilege Leave-** You will be entitled to **15** days of leave at full pay. However, the leave days should only be taken at a time most suitable for both you and your employer.

- **Sick Leave-** You is entitled to up to **12** days of sick leave at full pay.
- **Casual Leave-** You are entitled to up to **5** days of casual leave at full pay.
- **Paid Holidays-** You are entitled to up to **10** days of paid holidays per year.

#### **Copyrights and Ownership**

You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company.

## **DREAMZCODER SOFTWARE SOLUTIONS**

Business Office: 85C-SS COLONY NORTH GATE, MADURAI 625016

Contact us: +91-86674-57762

Mail Id: [hr@dreamcoder.in](mailto:hr@dreamcoder.in) Website: <https://www.dreamzcoder.in>

### **Amendment and Enforcement**

Any alterations or amendment to this contract shall be duly communicated in writing taking into consideration both the employer's and employee's views.

We believe that your expertise will significantly enhance our team's capabilities and drive our growth. To confirm your acceptance of this offer and the terms mentioned above, please sign and return a copy of this letter.

Should you have any questions or require further clarification, feel free to reach out to **Jai Krishnan M** at **hr@dreamzcoder.in**.

Congratulations once again on your appointment to the **DREAMZCODER** family. We eagerly anticipate your contribution to our organization's continued success.

Sincerely,

**Jai Krishnan M**  
**Human Recourses**  
**DREAMZCODER**

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## Non-Disclosure Agreement (NDA)

This Non-Disclosure Agreement **NDA** is entered into as of **28/08/2023**, by and between, **DREAMZCODER SOFTWARE SOLUTIONS** with its principal place of business at **89C SS COLONY NORTH GATE, MADURAI** referred to as the "Company,"

And **Safrin Mujibur Rahuman**, residing **25/3 Nagoor anvavar street, Thirumangalam, Madurai**, referred to as the "Employee." Collectively referred to as the "Parties." Recitals

WHEREAS, the Company possesses valuable and confidential information that it wishes to protect from unauthorized disclosure;

WHEREAS, the Employee is engaged in a position that requires access to and handling of such confidential information;

NOW, THEREFORE, in consideration of the premises and covenants contained herein, the Parties agree as follows:

### 1. Confidential Information

"Confidential Information" refers to any non-public information, technical data, trade secrets, know-how, business plans, customer lists, financial information, software code, marketing strategies, and other proprietary information of the Company. Confidential Information may be provided orally, in writing, electronically, visually, or through observation by the Employee during their employment.

### 2. Obligations of the Employee

The Employee agrees to:

- a. Keep all Confidential Information strictly confidential and not disclose, publish, or reveal such information to any third party without the Company's prior written consent.
- b. Use the Confidential Information solely for the purpose of performing their duties within the scope of their employment with the Company.
- c. Take reasonable measures to protect the confidentiality of the Confidential Information, including but not limited to safeguarding physical documents and using strong security practices for digital information.

### 3. Duration of Obligations

The obligations of the Employee set forth in this Agreement shall remain in effect during the Employee's employment with the Company and shall continue for a period of [Number] years following the termination of employment, regardless of the reason for termination.

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#### 4. Exceptions

The obligations in this Agreement shall not apply to Confidential Information that:

- a. Is or becomes publicly available through no fault of the Employee.
- b. Was rightfully in the Employee's possession prior to disclosure by the Company.
- c. Is disclosed to the Employee by a third party who is not under any obligation of confidentiality.

#### 5. Remedies

The Parties acknowledge that any unauthorized use or disclosure of the Confidential Information may result in irreparable harm to the Company. In the event of breach or threatened breach, the Company shall be entitled to seek injunctive relief in addition to any other remedies available at law or in equity.

#### 6. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the [State/Country], without regard to its conflicts of laws principles.

#### 7. Entire Agreement

This Agreement constitutes the entire agreement between the Parties concerning the subject matter hereof and supersedes all prior and contemporaneous agreements and understandings, whether oral or written.

IN WITNESS WHEREOF, the Parties hereto have executed this Non-Disclosure Agreement as of the Effective Date **28/08/2023**.

For **DREAMZCODER SOFTWARE SOLUTIONS**

Signature:

Printed Name: **JAIKRISHNAN MUTHURAMAN**

Date:

For **Safrin Mujibur Rahuman**

Signature:

Printed Name: **Safrin Mujibur Rahuman**

Date:

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