

Offer Letter

Date: 26/09/2024

MD Kashif Ahmad,

Badsara, karanda, Barsara, Ghazipur
Uttar Pradesh - 233232

Dear Mr. MD Kashif Ahmad,

We are pleased to offer you the position of Developer at **SMART ITBOX**. We are excited to have you join our team and look forward to your contributions.

Position Details:

- Position: Full Stack Developer
- Department: IT Department
- Start Date: 17/09/2024
- Reporting To: Shalender Singh
- Work Location: Noida sec-62

Probation Period:

Please be informed that your employment will be subject to a probationary period of three months starting from your date of joining. During this period, your performance and suitability for the role will be assessed. The probation period allows both you and **SMART ITBOX** to evaluate your fit within the team and your ability to perform the duties associated with your role.

At the end of the probation period, a formal review will be conducted to discuss your performance. Based on the review, the probation period may be concluded, extended, or, if necessary, your employment may be terminated in accordance with company policies and local labor laws.



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SMART ITBOX

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Compensation and Benefits:

- Salary: 22000/-
- Benefits: 1 paid leave In Month

Work Hours:

- Your regular work hours will be from 9:30 AM to 7:00 PM, 6 days a week.

Employment Terms:

This offer of employment is contingent upon the successful completion of background checks, reference checks.

We are confident that you will find this position both challenging and rewarding. To confirm your acceptance of this offer, please sign and return a copy of this letter by Acceptance Deadline.

We look forward to welcoming you to **SMART ITBOX**. If you have any questions or need further information, please do not hesitate to contact at 9690585347.

Sincerely,
Pradeep Kumar
Digital Head
SMART ITBOX

Acceptance of Offer:

I MD Kashif Ahmad, accept the offer of employment as Full Stack Developer at **SMART ITBOX**, and I agree to the terms and conditions outlined in this letter, including the probation period.

Signature: Kashif Ahmad

Date: 26-09-2024



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EMPLOYEE BOND AGREEMENT

This Agreement is made and entered into on this 15th June 2024, by and between:

SMART ITBOX, a company registered under the laws of India, having its registered office at NARELA

AND

MD Kashif Ahmad, residing at Badsara, karanda, Barsara, Ghazipur, Uttar Pradesh (here in after referred to as the Full Stack Developer).

WHEREAS:

The Employer has offered the Employee a position of Developer under certain terms and conditions.

The Employer will incur expenses in training, onboarding, and providing resources to the Employee during the initial employment period.

The Employee agrees to serve the Employer for a minimum period of two (2) years starting from the date of joining.

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. Employment Term

The Employee agrees to serve the Employer for a minimum of two (2) years from the joining date of 15th June 2024.

2. Training and Development

The Employer will provide necessary training and resources for the Employee to fulfill their responsibilities. These investments made by the Employer will serve as the basis for this bond agreement.

3. Breach of Agreement

If the Employee resigns, terminates, or abandons the position before the completion of the bond period (two years), the Employee agrees to compensate the Employer with a sum of 2 months salary, which represents the cost of training, onboarding, and resources provided.



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4. Exceptions

The Employee will not be held liable for breach of this agreement if termination occurs under any of the following circumstances:

Termination by the Employer without cause.

Mutual agreement between both parties to end the employment before the bond period.

Medical or personal emergencies as accepted and verified by the Employer.

5. Confidentiality

During the employment period and thereafter, the Employee agrees to keep confidential all proprietary information, trade secrets, and company-related data acquired during the course of employment. This confidentiality extends indefinitely, even after the expiration of this bond.

6. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India, and any disputes arising out of or in connection with this Agreement shall be submitted to the exclusive jurisdiction of the courts in Delhi.

7. Acceptance

By signing this Agreement, both parties agree to the terms and conditions outlined above and confirm their intention to abide by this bond agreement.

Employer **SMART ITBOX**

Signature: _____

Name: Pradeep Kumar

Title: Digital Head

Employee
Signature: Kashif Ahmad

Name: MD Kashif Ahmad

Date: 26-09-2024

