

# Job Offer Letter



Dear Nikhil,

Based on our discussions, UCall is pleased to offer you a full-time employment opportunity. This letter contains the key terms of this offer of employment.

## Compensation:

- **Position:** Full Stack Developer (Unpaid Intern)
- **Duration:** 6 months
- **Certificate:** Issued upon completion of your service
- **Potential for Paid Position:** Based on performance, may transition to full-time paid intern with new terms provided by the company

Start Date: Your start date will be 8<sup>th</sup> September 2024.

Reporting Manager: Your direct reporting manager will be Sunny Arya.  
([Sunny.arya@ucall.services](mailto:Sunny.arya@ucall.services))

## Normal Working Hours:

The normal working hours will be from Monday to Saturday, from 10 AM to 7 PM. However, given your role and the company's requirements, you may be asked to work beyond these normal working hours. You will also have the flexibility to determine the working hours in agreement with your manager.

## Confidentiality and Ethical Behaviour:

During your employment with the company, you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time. You are required not to divulge, communicate, or pass on any information in any form related to any aspect of the company to anyone not employed by the company. Indulgence in such activity shall render you liable for termination with immediate effect notwithstanding any other terms mentioned in the appointment letter. You are required to deal with the company's money, material, and documents with utmost honesty and professional ethics. If you are found guilty, your services would be terminated with immediate effect notwithstanding any other terms mentioned in the appointment letter.

## Non-Compete:

You cannot, directly or indirectly, engage in any role or capacity with any business or association whose activities are substantially similar to UCall, or its affiliates, for a period of

4 months after the termination of your employment at UCall. Termination can occur due to poor performance, excessive leave, lack of responsiveness, or inappropriate behaviour without prior notice.

We are excited about the prospect of you joining our tech team and contributing to our success. Please confirm your acceptance of this offer by signing below and returning a copy to us.

We look forward to welcoming you to UCall.

Best regards,

Hiring Department,

UCall

Acceptance:

I, Palem Nikhil , accept the offer of employment with UCall under the terms and conditions outlined above.

Signature: *Nikhil Palem*

Date: 05-09-2024