

SHOPMET NETWORKS PVT LTD

CIN: U74999KA2018PTC116853



PRIVATE AND CONFIDENTIAL

SNPL/RD/BLR/FEB/2023

Date: 16th February 2023

Ms. Subiktha Shalom
#105, Srinidhi Sarovar Appartments, Medahalli
KR Pura, Bangalore - 49

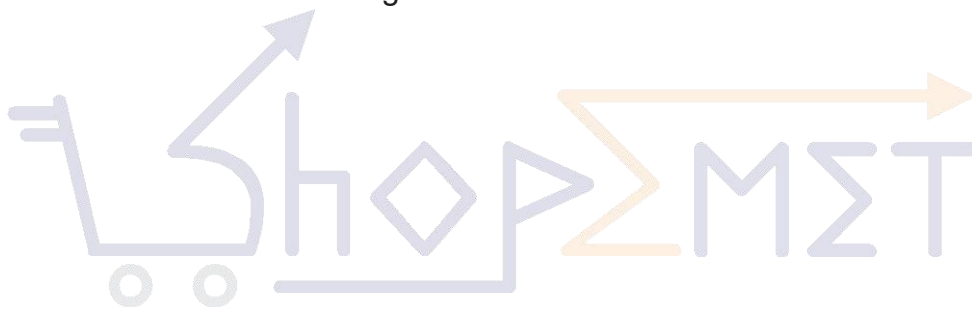
Dear **Ms. Subiktha Shalom**

Welcome to Shopemet!

Based on our discussions, we are pleased to offer you the position of “**Junior Software Engineer**” with our organization. The compensation will be (CTC - **Rs: 1, 80, 000 /-** (Rupees) **monthly Rs: 15,000 Gross salary & KRA will be shared to shortly.** The details of the terms and conditions of the employment are detailed in enclosed annexure.

We are looking forward to join us and **working location in Bangalore & you will be reporting to Mr.Nishanth(Chief Technical Officer) on 16th February 2023 onwards.**

Please endorse your acceptance by duly signing the duplicate copy of this offer on all sheets at the bottom on the right corner and return to the concerned department.



Best regards,


Charith Dev



ANNEXURE 2

TERMS OF EMPLOYMENT

Your employment at Shopmet Networks Private Limited is governed by Shopmet Policies. Policies are subjected to be modified from time to time.

1) Probation Period

- 1.1 All employees will have to complete probation period of 3 months from the date of joining.
- 1.2 Probation period can be reduced or extended based on individual's performance and at discretion of the management. All policies are to be followed during the probation period as well.
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- 1.4 Date of Joining will be considered after 7 days of product training.
- 1.5 During Probation period if you leave your job or abscond without prior permission your employment will be terminated and **No F & F** will be processed.

2) Salary and Benefits

- 2.1 Salary shall be reviewed on an annual basis based on the individuals and the overall performance of the company. However, this can be overruled by management in case of exceptional performance.
- 2.2 Shopmet follows April to March financial cycle. All salary revisions will be based on the financial year.
- 2.3 Basic salary will not be paid if the targets are not met during the probation period.
- 2.4 Employees are assigned with designated task and target that has to be achieved to receive the salary as per offer letter. Salary will be paid on pro-rata basis if targets are not achieved. Target is 60 Empanelment's a month for 6 months. Targets can be changed as per management. Salary will be calculated 30 days from DOJ which will be credited within 5 Days.

Salary and Variable components	Amount in Rupees
Basic Salary	7500
House Rent Allowance	3750
Attendance Bonus	2000
Other Allowance	1750



3) Hours of Employment

- 3.1 A working day comprises of 9 hrs. Including 1 hours of overall break, Minimum 7 hrs in Field.
- 3.2 Employees to work 6 days a week.
- 3.3 All government holidays will be considered as Holiday. In case of work on such day, will be entitled for a compensatory off.
- 3.4 No work from Home during probation period. However, this can be overruled by management in case of approvals.

4) Leave and Absent Policy

- 4.1 No leaves are entertained during probation period. In case of LOP in a month, you **Attendance Bonus** will be deducted from you salary.
- 4.2 Post completion of Probation, You will be entitled for 1.5 day of leave as Casual or Medical Leave per month.
- 4.3 No absenteeism is entertained in Shopemet. This attracts loss of pay as well as termination of employment.

5) Termination Policy

- 5.1 Your employment with Shopemet is subjected to termination of 3 months of notice period.
- 5.2 Notice period cannot be waived off. All deviation in the policy is sole discretion of the management.
- 5.3 Shopemet shall have the right to terminate without notice or payment in lieu of Notice -
 - 5.3.1 When employee fails, neglects or denies from performing the assigned work and assignment
 - 5.3.2 When employee violates the policies of Shopemet.
 - 5.3.3 When employee engages in anti-social activities or convicted by any criminal court
 - 5.3.4 Physical or Verbal Harassment of Co worker
 - 5.3.5 Discrepancy of documents pertaining to Education/ Employment/ ID / Address proof or any such documents forged will lead to immediate termination of employment.
 - 5.3.6 Employee shall not be entitled for any benefit whatsoever.
 - 5.3.7 Monthly/ Quarterly and Yearly targets has to be achieved. If not, management can terminate your employment.

Acceptance and Acknowledgment of the terms and Conditions of Shopemet Networks Pvt Ltd

I, **Subiktha Shalom** read and understood the above terms and conditions governing my employment with the company and hereby accept the above-mentioned appointment in totality.

I confirm my acceptance of the offer and shall report for work on **16th FEBRUARY 2023**

Signature _____