

**Date: 13-Dec-2021**

**Mr. Langha Idrish**  
**Ahmedabad**

**Dear Langha,**

We are pleased to offer you employment to work as “**Sales Officer**” on deputation with our client **Fashnear Technologies Pvt. Ltd.**, open ended employment (contract), on the following terms and conditions:

1. Your contract of employment shall be valid for a period from **11-Dec-2021**. Notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period; this contract shall be co-terminus with the aforementioned project/work.
2. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other party.
3. Notwithstanding anything above, depending upon the aforementioned project/work, the company reserves its right to extend your temporary appointment for such a period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In the event, the company shall be in writing extend your temporary assignment on the terms as may be indicated in such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
4. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of our client's company to do work pertaining to or incidental to the client's business.
5. You will be entitled for leaves as per leave policy of **Fashnear Technologies Pvt.Ltd.**
6. You will not be absent from your duty without sufficient reasons, you will obtain prior written permission / sanction from the supervisor about your absence giving reasons thereof and probable duration immediately, failing which, the same will be treated as loss of pay and if it continues we shall take appropriate action.
7. You will be governed by the conduct, discipline, rules and regulations as laid down by the management.
8. You will receive remuneration as detailed in Annexure I. The salary for the first month will be paid, subject to furnishing the details mentioned below:
  - A. CV and a passport size photograph
  - B. Photocopy of Aadhar Card
  - C. Photocopy of Pan Card
  - D. Photocopy of Driving License(TR)
  - E. Police Verification Certificate
  - F. Photocopy of Current Address Proof



9. The salary will be paid to you for the number of days present (including weekly off) during the month and subject to the receipt of payment from **Fashnear Technologies Pvt. Ltd.** (to which you have been deputed). You will receive your salary on before 05<sup>th</sup> of every month.
10. You shall not engage in any Union practices whatsoever and if you are found guilty of such a practice, your contract will be **TERMINATED** with immediate effect.
11. You will, with effect from **11-Dec-2021**, be required to work at **Fashnear Technologies Pvt. Ltd.** office/ premises at any of their locations.
12. During the tenure of deputation, you will continue to be an employee of **M/s Talent Stock Solutions**.
13. In the day to day functioning or carrying out all responsibilities, you will receive instructions from **Fashnear Technologies Pvt. Ltd.** and will undertake to abide by any suggestions, etc. given by any assigned person(s).
14. You shall also abide by training that may be offered to you by **Fashnear Technologies Pvt.Ltd.**
15. You shall be bound by the working hours of **Fashnear Technologies Pvt.Ltd.**
16. You shall take care not to disclose confidential information/trade secrets, etc. that you may come across in the course of your responsibilities to anyone outside **Fashnear Technologies Pvt. Ltd.** And use such information only in connection with the service provided to **Fashnear Technologies Pvt. Ltd.**
17. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against **Fashnear Technologies Pvt. Ltd.** This arrangement is purely a contractual agreement between **M/s Talent Stock Solutions** and **Fashnear Technologies Pvt. Ltd.** for the time specified.
18. You shall not engage in any act subversive of discipline in the course of your duty/duties in the property of **Fashnear Technologies Pvt. Ltd.** or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.



1. You shall be responsible for protecting the property of **Fashnear Technologies Pvt. Ltd.** Entrusted to you in the due discharge of your duties and shall indemnify **Fashnear Technologies Pvt. Ltd.**, when there is a loss of any kind to the said property.
2. You will be liable to compensate **M/s Talent Stock Solutions** in case any claim arises from **Fashnear Technologies Pvt. Ltd.** on account of your willful act or negligence.

We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members to the **M/s Talent Stock Solutions** family. As a new entrant, we would like you to whole-heartedly contribute in this process.

As a token of acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

With warm regards,  
**M/s Talent Stock Solutions**

A handwritten signature in black ink that reads 'Harish'.

**Authorized Signatory**

**Name : Langha Idrish**  
**Designation: Sales Officer**  
**Location: Ahmedabad**

<b>Salary Annexure I</b>		
Basic	16000.00	192000.00
HRA	3322.00	39864.00
CCA	0.00	0.00
Bonus	1333.00	15996.00
<b>Gross Salary (A)</b>	<b>20655.00</b>	<b>247860.00</b>
<b>Employee Contribution (B)</b>		
PF (12% on Gross-HRA of 15000/- as per pf ceiling)	1800.00	21600.00
ESIC (0.75% on Gross)	155.00	1860.00
Professional Tax	200.00	2400.00
<b>Total Deduction</b>	<b>2155.00</b>	<b>25860.00</b>
<b>Net Salary</b>	<b>18500.00</b>	<b>222000.00</b>
<b>Employer Contribution (C)</b>		
PF (13% on Gross-HRA of 15000/- as per pf ceiling)	1950.00	23400.00
ESIC (3.25% on Gross)	671.00	671.00
Insurance	0.00	0.00
<b>CTC A+C</b>	<b>23276.00</b>	<b>279312.00</b>

You will be getting travel allowance as per below slab on pro-rata basis as per your attendance.

<b>Month</b>	<b>Amount</b>
Completed 1 Month	Rs. 2000/-
Completed 2 Month	Rs. 4000/-
Completed 3 Months & above	Rs. 6000/-

I hereby accept the above-mentioned terms and conditions.

Name: \_\_\_\_\_

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