16th of June, 2016

Miss. Shefali Chauhan

[shaiphali.chauhan@gmail.com](mailto:shaiphali.chauhan@gmail.com)

HYDERABAD.

Dear Shefali Chauhan,

With reference to your application and following our recent discussions, we are delighted to offer you the position of Jr. Developer with Our Organization **CYLUS CREATORS**.

We hope you will find your job to be fulfilling as well as challenging. We look forward to having you work with us and become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and solutions.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr. Developer

Start date: 20th of June, 2016

Salary: 1, 44,000 (Applicable after a probation period of 3 Months).

T&C: you will be governed by terms and conditions referred in Annexure-I

We look forward to a long association with you and welcome you to **CYLUS CREATORS**



IMRAN KHAN PATHAN

**CYLUS CREATORS**

Encl. Annexure-I (Terms and conditions)

Annexure I

Terms and Conditions Compensation

Your gross annual remuneration will be 1, 44,000 INR per year (One Lakhs Forty-four Thousand per Annum). The necessary tax deductions will be applicable.

Training Period

You will be on Training for Three months, during which, **CYLUS CREATORS** will not be paying you any salary. There will be regular assessment during this period. You will be confirmed in your appointment subject to satisfactory completion of your training, which would be communicated to you in writing.

Duties/Responsibilities

- Your designation is indicative of the responsibilities you are required to carry out. The Organization shall be however, entitled to require you at any time to perform any other function and you shall be bound to carry out such functions.

- You shall not indulge actively/ or cause any act likely to affect the discipline that is expected from every employee of this organization or associate with any such activity, which may amount to an act subversive of discipline.

Confidentiality and Non-Compete Clause

- All work executed during the period of employment is the sole property of the Organization and you forfeit the right to any claims thereafter.

- You shall not at any time disclose to anyone, any information, know-how, knowledge, methods, plans etc. of the establishment.

- During the period of employment with the establishment, you shall not carry on any business profession or calling of your own which is in the conflict of interest of the Organization. Your position with the company calls for whole time employment and you will devote yourselves exclusively to the business of the company.

- You will not take up any other work for remuneration (Part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during your employment with the company, without written permission from the company.

- During the period of employment with the establishment you shall not be involved in any company, which is directly, or indirectly a competitor of or is in the same line of business as the Organization.

Performance Appraisals and Increments

Your performance appraisal will be done periodically as per the company policy and the quantum of increment will depend upon your performance during the preceding period.

Termination

- Your services may be terminated by either party with 2 weeks’ notice or salary in lieu thereof or you may be dismissed by the organization without notice or compensation for any act of miss-conduct or if you’re overall performance is not satisfactory. The management reserves the right to retain the salary for 2 Weeks, if you leave the organization without prior notice. No leaves will be adjusted against notice period.

- Your appointment is governed by the fact that the particulars furnished by you in your application are correct. If the set particulars are found to be incorrect or if it comes to light at a later stage, that you have concealed or withheld other relevant facts, your appointment with company shall stand termination without further notice.

- **CYLUS CREATORS** has all rights to terminate your services within the 3 months of Probation period in case the performance is not satisfactory to the management.