



Dear Yash Vijayrao Dawande,

Re: Offer of Employment – Software Developer

We are delighted to extend an offer of employment to you for the position of Software Developer at Soulfit. We believe that your skills, experience, and enthusiasm will be valuable additions to our team. We look forward to welcoming you to our organization.

Position and Reporting:

You will be employed in the capacity of Software Developer.

Compensation and Benefits:

Your compensation package for the position will be as follows:

- a. Basic Salary: INR 12,000/- per month (in-hand salary without tax deductions)
- b. Rent Allowance: INR 5,000/- per month (Semi-furnished accommodation and facilities provided by the company)
- c. Net Salary: INR 7,000/- per month (in-hand salary after tax deductions)

Probationary Period:

You will be on probation for a period of three months from your date of joining. During this time, your performance and suitability for the position will be assessed. Either party may terminate the employment during the probation period by providing a notice period of fifteen (15) days.

Working Hours and Flexibility:

Your regular working hours will be from 10:00 AM to 8:00 PM, Monday to Saturday, with a weekly off on Sundays. However, please note that work hours may be flexible based on project requirements, pending work, learning paths, and previous/next day work schedules. Your cooperation and flexibility are appreciated in this regard.

GSTIN # 29AXWPM6787D3ZG



+91 78299 97007



soulfit.care@gmail.com
info@yogalayaa.com



#1972, 22nd Main, 15th Cross,
HSR Layout, Bangalore



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Intellectual Property Rights (IPR) and Data Safety:

As an employee of Soulfit, any intellectual property, inventions, designs, software, or any other work, digital or physical, developed or conceptualized by you during the course of your employment shall be the sole property of Soulfit. You agree to transfer all rights and interests in such work to the company promptly.

You are required to adhere to strict data safety guidelines and maintain confidentiality in handling sensitive information related to the company, clients, and employees. Unauthorized disclosure, use, or dissemination of such information is strictly prohibited.

Non-Disclosure Agreement (NDA):

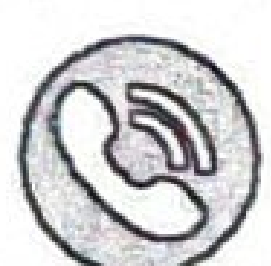
As an employee of Soulfit, you will have access to confidential and proprietary information. You are required to sign a separate Non-Disclosure Agreement (NDA) that outlines your responsibilities in safeguarding company information. This agreement must be signed and returned to us before your date of joining.

Behavioral Guidelines and Compliance:

As an employee of Soulfit, you are expected to adhere to the guidelines and policies laid down by the government and the company. This includes but is not limited to guidelines related to grapevine communication, sexual harassment prevention, and data security. We maintain a zero-tolerance policy towards sexual harassment and expect all employees to contribute to a safe and respectful work environment.

Additionally, it is crucial to familiarize yourself with the company's policies and procedures. Adherence to these guidelines is mandatory for all employees.

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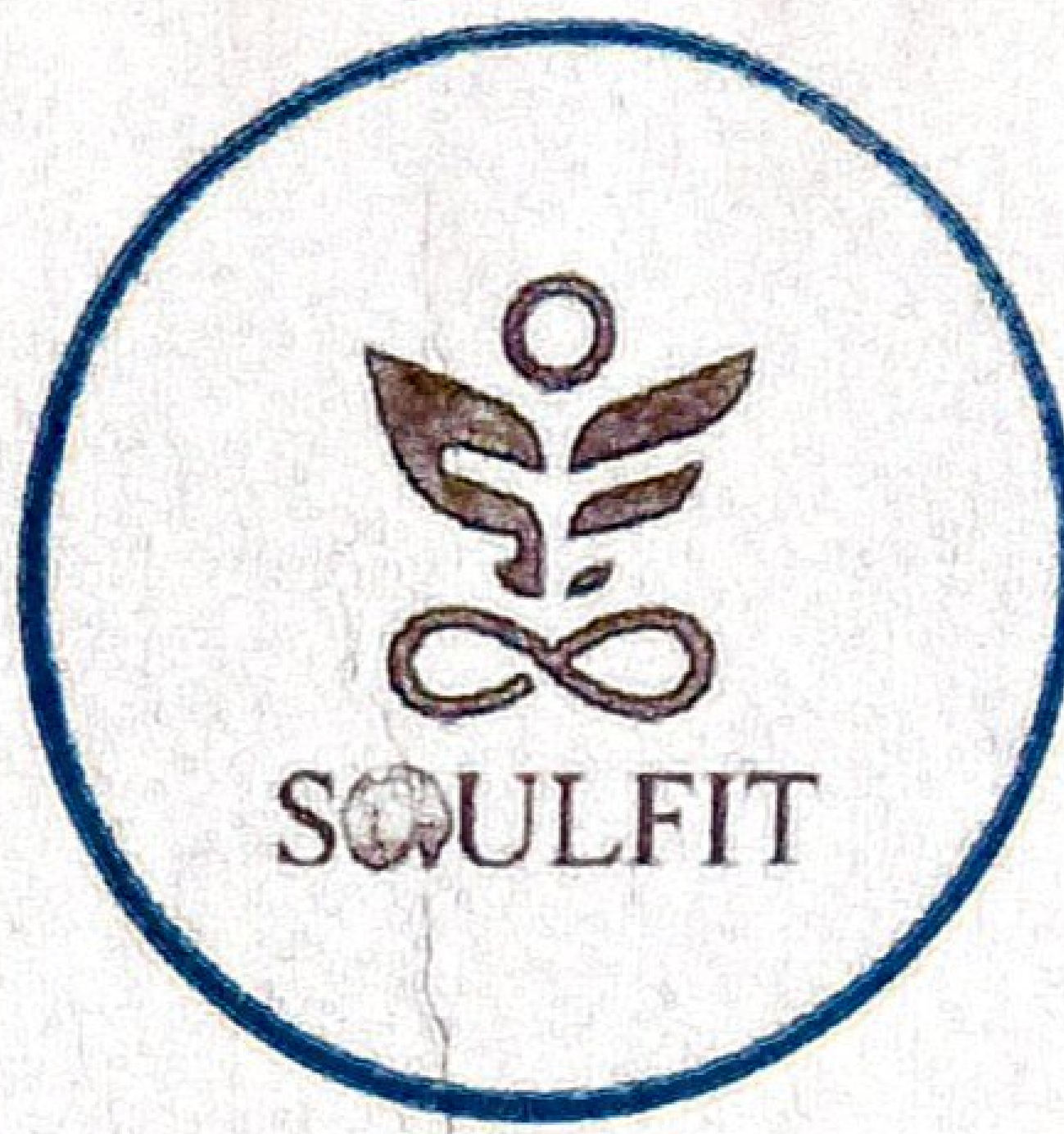
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Please note that this offer is contingent upon successful completion of background checks and any other pre-employment requirements as deemed necessary by the company.

If you accept this offer, please sign and return a copy of this letter by 20th July 2023, indicating your acceptance of the terms and conditions.

We are excited to have you join our team and look forward to working together. Should you have any questions or require further clarification, please do not hesitate to contact me.

Yours sincerely,

Soumya Ranjan Mohakud
Proprietor
Soulfit

Accepted by:

Yash Vijayrao Dawande

Date:
19/07/2023

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