

Date: Oct 29th, 2020

Abhishek Raj

C – 40/25, Rishi Nagar,
Landmark near Police Traffic Control,
Nanakheda, Ujjain, Madhya Pradesh

Dear Abhishek,

Sub: Offer of Employment

Further to our meetings and discussions, we are glad to offer you the position of **Full Stack Developer – Robotics & AI** in our organization subject to the following terms & conditions.

You will be paid an **annual CTC of INR 9,50,004/- (Indian Rupees Nine Lakh Fifty Thousand and Four Only)** as per breakup in Annexure – I of this offer letter.

You will be **reporting to Delivery Lead – Robotics & AI**. Your **Roles & Responsibilities** will continue to be in accordance to the company's growth plans and will be informed to you from time to time, based on business needs.

You will be entitled to leaves and holidays as per Company policy and you will be bound by all policies of the Company (existing and those which will be formulated in future from time to time).

You are expected to maintain confidentiality of all information, including information on clients, projects, IPs/assets, database, and other matters to which you may have access during the course of your employment with NETLABS GLOBAL. Such information shall not be shared with any competitor or unauthorized individual or organization.

This is a full time employment, and during your assignment with NETLABS GLOBAL, we expect you to use your full time and skills for furthering the business interests of this organization. You are not permitted to undertake any activities, even in your spare time, which may be deemed as detrimental or in conflict with the interests of NETLABS GLOBAL.

You will be required to work at the office of NETLABS GLOBAL or Work from Home or at the office of any client company for whom we are providing project services, depending on business requirements and situation. The work timings will be as per the project needs.

Either party may terminate this employment with notice of 2 (Two) months from either side. However, the management will have the final call on your relieving date depending on the criticality of the project assignment, irrespective of the notice period.

Upon termination of employment, you undertake not to contract or strive to enter into a business relationship with any client with whom you had a relationship through NETLABS GLOBAL, for a period of one year from the date of termination of this employment.

This offer is being made to you in trust based on your representation of the skills and competencies you profess to have. We expect you to meet your deliverables and commitments as mutually agreed.

Your joining date with us will be **November 2nd, 2020.**

We look forward to you joining us and being a key contributor towards growing the organization as a world-class IT solutions and services company.

For Netlabs Global IT Services Pvt Ltd



Subham Sarkar
President & COO

I hereby confirm my acceptance of this offer of employment and my agreement to the terms & conditions mentioned in this letter, and will be joining NETLABS GLOBAL on **November 2nd, 2020.**



02-11-2020
(Abhishek Raj)

ANNEXURE – I

Name : Abhishek Raj
Designation : Full Stack Developer – Robotics & AI
DOJ : November 2nd, 2020

Below are the details of your Monthly and Annual Compensation:

ABHISHEK RAJ	Monthly	Annual
Salary Break-up	79,167	9,50,004
Basic	39,584	4,75,002
HRA	15,833	1,90,001
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	20,900	2,50,801
TOTAL CTC	79,167	9,50,004
Less : Deductions		
EPF Employee Contribution	1,800	21,600
EPF Employer's Contribution	1,800	21,600
Tax on Profession	200	2,400
Insurance (Group Mediclaim & PA)	TBA	TBA
Total Deductions	3,800	45,600
NET PAY / TAKE HOME (Subject to TDS Deduction as applicable)	75,367	9,04,404

* All business-related domestic/outstation travel, will be covered as per domestic travel policy. International travels will be covered as per international travel policy.

For Netlabs Global IT Services Pvt Ltd

Subham Sarkar



Subham Sarkar
President & COO