

Candidate must sign bottom of all pages.

Dear Fernandes, Steven Marcel


Upon careful evaluation of your credentials and your interest in our employment opportunity, your assurances and commitment towards us. we are pleased to make an offer of an employment to you for the position of Full Stack Developer , Under the terms of your employment, you will be governed by the following:

1. An annualized gross salary of \$120,000.00 US Dollars per year with Standard Benefits like Medical, Dental, holidays, Paid leave, Sick leave, and Performance Bonus as per Company's policies and guidelines.
2. Tax Term: Full-Time, 40 HOURS PER WEEK
3. As an at-will employee, I understand that I will be placed on projects that are critical to EMPLOYER's success, and that if I elect to terminated employment, EMPLOYER requires sufficient notice to identify and put in place another employee. As an "at will" employee, the employee may terminate the employment with 30 Days handwritten signed notice to EMPLOYER. EMPLOYER may terminate the employment with 30 days' notice.
4. In addition, this employment offer is expressly conditioned on receipt of an approved valid work visa for you, because it is necessary to have the work permit (H1B Petition) to legally employ you in the United States of America. If we are unable to obtain a work visa for you, then this employment offer will be rescinded with no continuing obligation or liability for the EMPLOYER or you.
5. The term of this offer of employment shall be for the period the work visa is issued by USCIS and any extensions thereof.

We welcome you to our COMPANY and look forward to your favorable reply and to a productive and exciting work relationship. Please feel free to contact us if you need any further information regarding your employment with our Company.



Regards,
Varun Kumar
Human Resources
TECHLITE STAFFING INC



help@techlitestaffing.com



111 Washington Ave N,
Minneapolis, MN 55401

Your assigned unique employment Labor Application details are below

Beneficiary Name: Fernandes, Steven Marcel

Passport Number: U6595655

H1B Confirmation Number: 2023-j3y1-t8y2-s2n9

Assigned Labor Application Number: I-200-22095-038765

Country of Birth: INDIA

Work Authorization requesting for: 3 Years (Extendable)

Check your Employment Labor Application case status on <https://flag.dol.gov/case-status-search>**Employment Eligibility:**

This employment offer is expressly conditioned on receipt of an approved valid work visa for the EMPLOYEE because it is necessary to have the work permit to legally employ you in the United States of America. I also understand and agree that, for any whatsoever reason, if my work visa is not approved by USCIS or work visa is not issued by U.S. Consulate Offices in respective countries abroad, EMPLOYER is not liable and responsible for the end result. And this employment contract will be rescinded with no continuing obligation or liability for the EMPLOYER. EMPLOYEE must provide EMPLOYER with timely updates about their Consulate Interviews. Accordingly, in the event that EMPLOYEE does not cooperate during the initial paperwork and during visa processing or does not join the EMPLOYER after work visa is applied or approved then EMPLOYEE is not eligible for any salaries or compensation.

Benefits:

20 Days of paid vacation per fiscal year.	20 days of paid sick leave per fiscal year.
Medical and Dental Insurance for Employee and his/her family.	1 month of performance Bonus for all salaried W2 employees after 12 months of their services.
Green Card Processing (Permanent Resident).	Bench Salary for 3 Months on a period of 12 Months



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Travel Expenses for Employee and his/her family.	EE Life Insurance
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EMPLOYER observes below list of holidays:

New Year's Day	President's Day	Memorial Day	Independence Day	One floating holiday per fiscal year
Labor Day	Thanksgiving Day	Day After Thanksgiving	Christmas	Day after Christmas

I understand and agree that the organization which hiring me are leading staffing and recruiting company based out of the USA provides end-to-end solutions in high-quality Information Technology & Staffing services. The company specializes in providing contract staffing services that help organizations manage their businesses in the most effective manner. I agree that company has a team of dedicated professionals help businesses find the right employees and guide applicants through the best career path. The company has been delivering innovative staffing solutions in Cybersecurity, IoT, Big Data, AI etc. and strives to propel the possibilities of emerging technologies through diverse industry collaborations.

I understand and agree that company is not a visa processing or visa consultancy, which never involve in any visa related services. As per my geographical location to give my full-time services I must be physically present or located in the organization head office in the USA so for that reason I requested firm to sponsor me an H1B Speciality Occupation Work Authorization to move to the USA to give my services. I hold no right on the petition and relevant documents as H1 is an employer sponsored work authorization.

I understand that "The United States under the Immigration and Nationality Act, section 101 that allows U.S. employers to temporarily employ foreign workers in specialty occupations via H1B" As the company believed my technical expertise may come under niche skills and would like to employee me in the USA. However, the work authorization (H1B) must be approved by U.S Immigration (USCIS). I also understand that "Visa is an official document that allows me to legally enter the USA and it must be given by the U.S consulate in my home country. Company or any representative or my self is not the visa providers or end decision makers company/employer is not liable and there won't be any control for any end decision, the ultimate decision maker is the U.S Consulate and United States Citizenship and Immigration services (USCIS).

Upon payment to USCIS funds cannot be refunded by USCIS or by employer to me this include if application or petition denied by USCIS on whatsoever reason. I also understand and agree that the contribution of funds from my side is just a

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partial amount and remaining fee, or amount will be borne by the employer and will be paid to USCIS via the employer along with the petition. Employer is only liable to me to file my application to USCIS which is whole purpose of me contributing the funds, upon doing so **Employer will share the receipt notice which will have total fee paid to USCIS, along with receipt number to track the application in official portal of USCIS. This will also act as proof that employer filed my application with USCIS. The paid contribution will only refund once the employee report employer onsite USA office in their first payroll.**

Employment Code of Conduct and Terms

Scope This policy applies to all employees who were recently received and accepted an offer of employment from us, Including temporary work visa seekers and existing employees.

Who is an Employee? An employee is an individual who was hired by an employer to do a specific job. The employee is hired by the employer after a hiring process results in his or her selection as an employee. The employee must follow the employer policy's and terms without any failure.

Policy brief & purpose Our policy outlines our expectations regarding employees' behavior towards their colleagues, supervisors, HR and with overall organization. We promote freedom of expression and open communication. But we expect all employees to follow our code of conduct and to be in their limits. They should avoid offending, participating in serious disputes and disrupting our workplace. We also expect them to foster a well-organized, respectful and collaborative environment.

Protection of Company Property All employees should treat our company's property, whether material or intangible, Documents, Contracts and not limited to with respect and care, Employee will never have any right to the company property which include H1B petition applied along with related information documents to USCIS. Also, Employee will never have any right to ask about other employees information or anything which is not related to their personal things.

Compliance with law All employees must protect our company's legality. They should comply with all environmental, safety and fair dealing laws. We expect employees to be ethical and responsible when dealing with our company's finances, products, partnerships, and public reputation.

Job Seekers (New Hires) Shouldn't misuse company equipment or use it frivolously. Should respect all kinds of incorporeal property. This includes trademarks, copyright, and other property (information, reports etc.) Employees should use them only to complete their job duties. Employees should protect company facilities and other material property (e.g., company cars) from damage and vandalism, whenever possible.

Professionalism All employees & Job seekers must show integrity and professionalism during communication with our organization or Official from the Organization, we don't care what kind of behavior you had with your past employer. But as a job seeker you must adhere to our terms without failure. We expect everyone to mind their own business, do good work, be a professional adult and expect the same from others.



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Respect Each other All Job seekers & Employees should give respect to the employer and behave friendly and collaborative.

Attention H1B employees - As you are an H1B beneficiary you must maintain the Employee Employer relationship. Please support HR to keep your employment in compliance with Law we don't want you to be in trouble when site visits are happening a lot now a days.

To all Job seekers & Employees we won't allow any kind of discriminatory behavior, harassment or victimization, we can't create an exhaustive list, but here are some instances that we consider harassment but not limited to. Imposes possible danger to the staff or threatens another employee, co-worker, supervisor, company official, HR, visitor, or customer in any way through unprofessional emails or text messages or vocabulary during the employment or hiring process. Harassment includes bullying, intimidation, direct insults, malicious gossips and victimization. Also, employees including me will not maintain or involve in any kind of electronic media groups like WhatsApp or Telegram or LinkedIn etc which related to the employer. As employer cannot validate activities it will consider as grouping or creating an employee's union without employer notice which is against Labor Laws of United States employer rights. Doing or involving in such practices will be considered as breaching the employment agreement and immediately employment & linked employer sponsored work authorization will be revoked and no payments or refunds will be made by employer if any.

Gossiping : Talking about or spreading rumors concerning the private affairs of co-workers or another employee, HR etc. (Both Official and Personal)

Sexual Harassment : Using explicit or suggestive language or engaging in any unwelcome physical contact with a co-worker, customer, visitor, vendor, supervisor, or subordinate.

Destruction of organization reputation in anyway includes social media platforms, Emails, direct or indirectly threatening or blackmailing and spreading false gossips to existing employees & new joiners to the organization without any evidence through any platform, public forums, or any kind of groups or through any mode. Company has full rights to investigate all the social platforms and has right to question anyone engaged the organization in anyway. Doing above will consider as breach of our terms and contemplated as a violation of our employment policy and the employment and its related visa (If linked) will be terminated immediately without any notice and will be punished up to \$100,000 along with attorney fee and not limited too, based on the damages caused & punished accordingly as decided by the court of law. (Foreign job seekers included)

Policies All job seekers should read and follow our company policies, comparing our policies with other companies or there previously worked companies will not accepted.



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Recording

Employer holds right to monitor job seeker calls and emails to determine the level of understanding and seriousness towards the employment, Company Culture etc. any misbehaving, Sarcastic talk, bullying or insulting etc via phone or emails will be considered as breach of agreement and employment & linked visa if any will be terminated immediately.

Disciplinary actions Our company may have to take disciplinary action against employees who repeatedly or intentionally fail to follow our code of conduct. Disciplinary actions will vary depending on the violation, this agreement will remain active for job seekers (contacted seeking a job, applied a job, ongoing new hires & not Limited to), present employees (Both 3rd party Contractors & full-time employees) and past employees & Vendors.

Since the environment of our company is friendly & professional, these policies are implemented to make our company an even better professional place for everyone to feel proud for being a part of it. As a vital clause of our rules and regulations, everybody is supposed to work & behave accordingly. Our purpose behind these policies is to improve the professional attitudes of employees whom we hired or hiring and to enhance the proficient competency of our organization. **We hope you will follow our policies without any conflicts. Administration will have all rights to amend the policies when ever need.**

I read and completely agree and accept all above employment terms and I promise the employer that I follow all without fail and in case if any breach of agreement I'll be liable.

Candidate Full Name: STEVEN MARCEL FERNANDES

Passport Number: U6595655

Signature: 

Date: 15/04/2022
(MM/DD/YY)

Left space below for personal terms if any



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