



19<sup>th</sup> March, 2022

To,  
Mr. Chandrabhan Maurya  
Varanasi, U.P. India

### **Offer Letter for Employment**

**Dear Chandrabhan,**

Welcome to CXL Technologies!

We are pleased to offer you the full time position of “**Java Developer**” at CXL Technologies effective from **28<sup>th</sup> March, 2022**. You will be entitled to your Annual Gross Remuneration of **Rs. 1, 80,000/- LPA (One Lakh Eighty Thousand Per Annum)**. You will be paid gross emoluments as detailed in Annexure - A. Your employment with us will be governed by the Terms & Conditions as detailed below.

**1. Date of Joining**

The employment will commence from **28th March, 2022**. You will be designated as “**Java Developer**”.

**2. Remuneration**

Your annual Gross Remuneration or Cost to Company (CTC) has been fixed at ₹ 1, 80,000/- LPA (One Lakh Eighty Thousand Per Annum INR.)

**3. Resignation**

In case of resignation, you will be relieved from the services after serving 60 days’ notice or by paying 60 days of salary in lieu thereof. Full & final settlement will be done within 45 days of last working day in the Organization.

**CXL Technologies**

H-28, ARV Park-Suite 108 First Floor, Sector 63, Noida, UP 201301 India

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#### **4. Probation/Confirmation:**

You will be on a probation period for the six months. Based on your performance your services will be confirmed with the company in written after six months. The period of probation can be extended at the discretion of the management and you will continue to be on probation till an order of confirmation has been issued in writing.

#### **5. Work Timings**

You will be working during the normal operating hours from **9 am to 6 pm**. Your workweek shall be from Monday through Friday each week. Saturday & Sunday will be off. Any deviation in working hours must be discussed and approved by immediate reporting manager.

#### **6. Termination of Employment:**

- a. During the probationary period and any extension thereof, your services may be terminated by CXL Technologies by giving 15 days' notice. Upon confirmation, unless otherwise agreed in writing, your employment may be terminated by the Company by giving 15 days of notice or upon giving 15 days' salary in lieu of notice.
  - b. The Company may at its sole discretion terminate the employment without notice, if in the opinion of the Company; the continuance of your employment is detrimental to the interest of the Company. Provided that, in the event of such termination as provided hereinabove, all benefits including salary / perquisites allowances shall stand forfeited immediately, and you will not receive any statutory benefits as applicable to you on the date of your termination. The Company will initiate appropriate Legal actions and will withhold the salary & the experience letter till matter is resolved via appropriate procedures.
7. Absence without prior approval of your superior, (including overstay on leave for any reason) would result in termination your employment with the company with immediate effect without any notice. The company won't be liable to give salary and experience letter in such instances and you will be tagged as absconding without Notice.
8. Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, books, documents, data, records belonging to the Company or

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relating to its business and shall not retain or make copies of these items. Upon termination of employment, you will also return all company property, viz. ID cards and access cards which may be in your possession.

**9. Retirement Age:**

You shall retire upon completion of the age of 58 years.

**10. Disputes**

Any dispute between yourself and the Company concerning with or relating to or arising out of this employment shall be subject to the jurisdiction of and be determined by a Court of competent jurisdiction in Noida only.

**11. Confidentiality of Compensation:**

Your salary, allowances/benefits are strictly confidential. By accepting employment with the company, you undertake not to disclose these to anyone. Violation of this would be viewed as a serious breach of conduct.

**12. Pre-employment verification:**

The company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational/ professional credentials and other background checks.

**13. Other Matters:**

- a. You are to devote your whole time, attention and ability to the affairs of the Company.
- b. You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant of.
- c. You are not to interest yourself in any business or do any trading on your own account.
- d. During the period of your employment & for one year after Termination of the employment, for whatever reason, you will ensure that all information which you may come across in the course of your employment is handled in a discreet and tactful manner. It is explicitly

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understood and deemed to be agreed by your signature on the duplicate copy of this letter that you shall not disclose to any outsider or insider not concerned with the material/ information / data that you are handling, any information whatsoever, that will have a detrimental effect on the outcome of the matter relating to the Company.

**14. Salary revision:**

Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results or at such other time as the Management may decide.

**15. Past Records:**

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

**16. Breach of Term & Conditions:**

Breach on your part of any terms and conditions of this agreement and any other rules made applicable to you in respect of your employment with us will entail termination of your employment without notice.

In accordance with the standard practice of the Company, we request you to treat the terms of your employment as confidential.

**17. Declarations**

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

We believe that your knowledge, skills and experience would be an ideal fit for our IT team. We look forward to your dedication and commitment as we work together. Thank you for your interest in joining **CXL Technologies** and wish you many fruitful years here at CXL Technologies.

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Kindly return the duplicate of this letter and annexure, duly countersigned at the place provided therein, in token of your confirmation and acceptance of the above.

**Sincerely,**

Aastha Sharma  
Human Resources Executive

**Employee Signature:**

I read & accept the offer on said T&C

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**ANNEXURE-A**

**Position Details:**

**Title:** Java Developer

**Start Date:** The appointment shall take effect from the date you join duty.

Compensation Plan:

**Cost to Company (CTC) for Chandrabhan Maurya**

**WEF:** Joining Date

<b>Fixed Salary</b>	<b>Monthly</b>	<b>Annualized</b>
Basic	₹ 6000	₹ 72,000
HRA	₹ 3000	₹ 36,000
Conveyance Allowance	₹ 1600	₹ 19,200
Special Allowance	₹ 4400	₹ 52,800
<b>Total (Fixed)</b>	<b>₹ 15,000</b>	<b>₹ 180,000</b>

**Employee Signature:**

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