

JOB OFFER LETTER

DOJ: 25th May 2025

Dear **Akash Kumar**,

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you the position of **Frontend Developer** in our organization on the following terms and conditions:

- You are hereby appointed to the salary of **Rs.10,000 INR per month**, payable after the deduction of taxes as applicable. Salary will be credited to your account/Cheque/cash by the 7th to 10th of every month.
- Your schedule will be approximately nine hours per day from Monday to Saturday (with all Saturdays being work from home), starting from 25th May 2025.
- You will be on probation period for 3 months and this period can be extended or reduced by a period as deemed fit by the management Based on your Attendance, performance and behavior.
- During the probation period, your services can be terminated at any time without any prior notice based on your performance and behavior.
- This is a **full-time employment** and therefore you shall devote full time to the work of the company and will not be undertaking any direct /indirect business or work, honorary or remunerator except with prior written permission of the management, in each case.
- As a Frontend Developer, you'll build and maintain responsive, user-friendly web interfaces, collaborate with backend teams for seamless API integration, and ensure optimal performance across browsers and devices. Proficiency in frameworks like React.js and attention to UI/UX quality are essential.
- You should be comfortable making videos/reels for company/product promotion purposes.
- The prior 15 days' notice must be intimated before resigning as an employee from the company.

- Residential Address: Your address as given in the application form will be deemed to be correct for the process of sending any communication to you. In case of any change in your address, you will inform the management about the same, in Writing.

LEAVE POLICY

1. Employees will be given 1 paid off in every month. However, it cannot be mixed with Holidays and NCNS.
2. More than 3 leave during the month and employee can be asked to leave.
3. Use of Mobile phones is strictly prohibited.
4. Leaves taken on Saturday, Sunday/ Holidays will be counted as uninformed leaves or No Call No Show (NCNS).
5. If an Employee leaves the company or remains absent for 3 days without any intimation, then he/she would be considered as resigned/terminated from the company until he/she notifies of the same and the company will not be liable to pay any dues.
6. Coming after 9:45 will be counted as half-day.

(A) **"Sandwich leave"** policy typically refers to a situation where an employee takes leave that falls between two non-working days, i.e. a leave

That "sandwiches" the two non-working days. If an organization has a "sandwich leave" policy in place, taking a leave on a weekend (Saturday or Sunday) or a National Holiday that falls between two non-working days, it may result in it being treated as leave without pay (LWP) or "No call, No Show" (NCNS).

- 1 LWP may deduct 1 day salary /Stipend.
- 1 NCNS may deduct 2-day salary/Stipend.
- 3 LWP in a month and an Employee or Employee can be asked to leave.
- 2 NCNS in a month and an Employee or Employee can be asked to leave.
- The company's data and company/customer info are strictly confidential and the property of the organization and should not be disclosed to anyone outside the organization. Anyone found responsible for stealing the data will be terminated and will be fined Rs 1, 50,000/- INR.
- This offer of job is contingent upon verification of your identity as required by the Company. It is your responsibility to obtain and provide the appropriate identity verification information. At the time you are being put on the Company's payroll, you will be required to show the following documents. Failure to provide identity

verification before the commencement of your employment may result in withdrawing this offer.

- a) A Copy of the 10th and 12th Certificates.
- b) A Copy of Graduation certificate.
- c) Driving license/Aadhar Card or any Address proof – current address
- d) 2 Passport size Photographs.
- e) Experience Letter from prior organization (if any).

We trust that your knowledge, skills and experience will be among our most valuable assets.

Best regards

HR Department

Netario Innovations Pvt. Ltd.

Ph no.- 9229129397

Email ID- hr@netarioinnovations.com

Website- www.netarioinnovations.com

*This is a computer-generated document and does not require any signature. *