

*Dear Deepak Chouhan,*

**Subject:** Associate- Software Developer at Masters' Union

**Dated:** 29 Aug 2022

*With reference to your application and subsequent interview, we hereby take the pleasure to invite you to The Masters' Union as a/an Associate- Software Developer.*

***Remuneration: Rs.3.6 LPA CTC***

☐ *You may be eligible for incentive depending upon your performance as per policy which may be announced from time to time and is not restricted to the following.*

☐ *Amount payable by the Masters' Union to you towards your remuneration shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law.*

***Nature of Appointment: Regular with probation of 6 months***

***Date of Joining: 08-09-2022***

***Location: Jalandhar***

1. You shall be governed by the Masters' Unions' Regulations, Rules, Terms and conditions of employment, Orders, Instructions, Guidelines, Code of conduct, policies, directions, standing orders etc. as forced from time to time by Masters' Union.
2. You can be deployed at more than one working place or you may be posted or transferred or may be sent otherwise, in any of the constituent/affiliate Institution(s), associate(s), sister concern(s) and any other unit(s) of the company or its sponsoring body or any other organization, whether in existence or which may come into existence hereafter, on regular or deputation or contract basis or otherwise as per the terms & conditions as prescribed by the company from time to time.
3. You will employ yourself efficiently to the best of your ability and will devote your whole time to the work of the company and you will not engage yourself directly or indirectly either honorary or on remuneration in any other service or in any trade, business, vocation or occupation.
4. You, besides the duties and responsibilities assignable for the designated post, may be assigned additional duties and responsibilities without any separate compensation and in case given the additional charge of duties and responsibilities whether by a specific order in writing or not, you shall be presumed to have taken the charge of such duties and responsibilities assigned to you from the specified date.
5. During the initial period of 6 months, this agreement may be terminated by the employer with a 1 week notice on

grounds of non-performance. At the end of this period otherwise, section #6 will come into effect.

6. Your appointment with the Masters' Union shall be subject to resignation/termination as mentioned herein, unless otherwise prescribed under the resignation/termination policy of the Masters' Union for the time being in force:

a. The employer employee relationship can be terminated by either party upon giving a written notice of 2 month or payment in lieu thereof. For the purpose of this clause, payment in lieu of notice would include 2 months' salary. However, in the case of acts of fraud, crime, misappropriation, dishonesty or repeated failure to follow lawful directives of management, your employment may be terminated forthwith by the company without notice & compensation.

b. Before leaving this service in all cases, you shall hand over the charge of all the official documents, information and material in your possession to the HR.

c. Notice of resignation as prescribed if submitted, the Masters' Union shall be entitled to relieve you at its discretion at any time within the notice period without compensation. Similarly, in case you are being served with the notice of termination by Masters' Union, you can also leave at any time within the notice period and in that case, you will not be made to pay any compensation.

7. The Masters' Union reserves the right to display your details that may also include your joining, conduct, and exit etc. on its website or through Internet or any other medium as deemed appropriate.

8. Your appointment is based on the information submitted to the Masters' Union and if at any time it is discovered that you have made a false or incorrect statement or other fraudulent means have been used for your appointment or otherwise, Masters' Union shall have the right to take any disciplinary action against you including the termination of your services and further reserves the right to recover the remuneration paid to you during your employment; **Notwithstanding anything contained under the Law of the Land or any other law for the time being in force.**

9. Notwithstanding anything stated in this letter of appointment, for any unforeseen issues arising that is not covered herein, or in the event of dispute/differences of opinion in interpretation of any provision of this letter of appointment or if any question arises with respect to any matters related to your appointment at the Masters' Union and likewise, whether expressly provided herein or not, the same shall be referred to a mutually agreed competent authority, whose decision thereon shall be final and binding on all concerned.

10. In case of any grievance(s) arising in relation to or during the discharge of your role and responsibilities, you shall raise the issue at the earliest with the HR or the competent authority at the Masters' Union, providing full details about the subject concerned, orally or in writing, to ensure speedy and fair redressal of the grievance(s).

11. You shall not, during the time of rendering services to the Masters' Union or thereafter, disclose to anyone other than authorized employees of the Masters' Union (or persons designated by such duly authorized employees of the Masters' Union) or use for the benefit of yourself or for any entity other than the Masters' Union, any information of a confidential nature, including but not limited to, information relating to: any such materials or intellectual property; any of the Masters' Union projects or programs; the technical, commercial or any other affairs of the Masters' Union; or, any confidential information which the Masters' Union has received from a third party.

12. You represent that all content provided by you to the Masters' Union, in furtherance of the services described hereunder, including, without limitation, images, videos and text, including any intellectual property, such as copyrights or trademarks (the "Content"), is owned solely and legally by the Masters' Union. Any materials developed by the Masters' Union, making use of Content, remains the sole property of the Masters' Union subject to all applicable laws and/or statutes.

13. During the course of performing under this Agreement, you may, independently or in conjunction with the Masters' Union, develop information, produce work product, or achieve other results for the Masters' Union in connection with the services it performs for the Masters' Union under this Agreement. You agree that any such information, work product, and other results, systems and information developed yourself and/or the Masters' Union in connection with such services (hereinafter referred to collectively as the "Work Product") shall, to the extent permitted by law, be a "work made for hire" and shall remain the sole and exclusive property of Masters' Union.

14. During your association with the Masters' Union and at any given point in time therein, you shall strictly adhere to and comply with various codes, policies, by-laws, regulations, and guidelines in force at the Masters' Union, applicable in relation to your designation.

15. All disputes will be subject to the Jurisdiction of New Delhi Court of Law only.

If all the provisions of this letter of appointment are acceptable to you, you are required to submit the duplicate copy of this letter of appointment with all the pages signed by you at the specified places, as a token of agreeing and acceptance to this letter of appointment

**Date: 29-08-2022**



**(Authorized Signatory)**

For Masters' Union

**Acceptance**

I have read, understood, agree with and accept all the terms and conditions of this letter of appointment.

**Date:**

**Place:**

**Name and Signature**