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OFFER LETTER

Date 10/07/2025

Dear Anish Mourya

We are delighted to offer you the position of **Full Stack Developer** at Ninexfold. Details of the terms and conditions of the offer are as under:

- Your date of commencement of Employment will be 10/07/2025
- You will be paid a consolidated salary of INR **30,000** (Rs. Thirty Thousand) Per Month.
- You will be working on-site Monday to Friday from 10:00 a.m. – 7:00 p.m.

Terms and Conditions

1. **Appointment:** Your date of appointment is effective from the date of joining.
2. **Code of Conduct:**
 - Your remuneration is purely a matter between yourself and the Company and has been arrived at based on your job, skills, specific background, and professional merit. Accordingly, your salary and any changes made to it are strictly confidential; you shall treat Such matters accordingly, and any breach thereof will be viewed seriously.
 - You shall maintain proper discipline and dignity of your office and conduct yourself with professional integrity at all times.
 - You shall maintain and keep in your safe custody such as Systems, Laptops, and any other assets that may be issued to you or may come into your possession and shall return the same when required in good condition.
 - You shall inform the Company of any changes in your credentials within 3 days of the occurrence of such change.
3. **Responsibilities:**
 - You will observe working hours/shift timings as communicated to you by your superiors from time to time, depending on the exigencies of work.
 - There will be some days when you will be required to work extra hours to achieve/complete the client requirements whenever your job demands, Or whenever you have not been able to complete the assigned work.
 - Given your position and organisation, you must effectively, diligently, and to the best of your ability perform all responsibilities and ensure results.
4. **Probation Period:**
 - You will be on probation for 3-6 months (discretion of the Company) from the date of your joining, after which you will be confirmed if your work is found satisfactory as per company policy.
 - The probation period can be extended if found necessary by management as per company policy.
5. **Termination and Exit Formality:**
 - In case the company finds any kind of misbehaviour and unethical working during working hours from your side, management has the full right to terminate your services on an immediate basis without a notice period.
 - In case you decide to leave the company, you will have to serve a one-month notice period to the company, with prior information submitted for your exit.
 - If you leave the company without any prior notice company will not be liable to pay salary.
 - Please let us know your acceptance and date of joining through a copy of this letter, duly signed by you as a token of your acceptance of our offer.
 - Your date of joining will be valid only if you join the company on said date.

Please bring along & submit mandatorily the below-listed documents/details on your day of joining. (original along with Xerox copies)

1. Relieving letter and experience certificate received from the last employer.
2. Appointment letter of the last employer.
3. The last two months' salary slips were received from the previous company.
4. Certificates of your educational qualifications
5. Two Photographs (passport size)
6. PAN card
7. Aadhaar Card

Ninexfold is a promising venture and will provide you with a challenging and rewarding professional environment with ample opportunities for career development. We look forward to your joining and a long association.

Yours sincerely,

Pratyush Nayak,
Founder, Ninexfold

ACKNOWLEDGEMENT

I have read, understood, and accept employment on the terms and conditions outlined in this letter. I am not relying on any representations made to me by anyone other than as set out above.

Anish Mourya

Name & Signature

10/6/2025

Date of Acceptance

10/6/2025

Date of Joining