

Date- 15/10/2024

To,  
Dhaiwat Budh  
24 Vruj Vihar Apartment,  
End of patel Colony -9,  
Jamnagar city,  
Jamnagar, Gujarat 360018

### Appointment Letter

We refer to your recent interview and are pleased to inform you that we are offering you the position **PHP Laravel Developer** with **Swaraa Tech Solution LLP**. effective from **15<sup>th</sup> October 2024** under the following terms and conditions:

#### 1. Probation

You will be on probation for a period of three 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.

#### 2. Full time employment

Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

#### 3. Remuneration

Your salary will be Rs. 3,36,000 Per Annum which will be deposited to your company's salary account on monthly basis.

#### 4. Hours Of work

Your daily hours of work will be 10 hours a day but from time to time you may be required to work additionally unpaid hours that is reasonably required to fulfil your duties. The timing of the office starts at 10:30 am ends at 8:30 pm. In case of being late you required to inform for the record purpose. You might be assigned night shifts at any time as required.



079 3533 6883



[www.swaraa.dev](http://www.swaraa.dev)



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1217, Shilp Zaveri, nr. Shyamal Cross Road, Ahmedabad, Gujarat 380015

## 5. Posting & Transfer

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

## 6. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

## 7. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

## 8. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

## 9. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. 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.

## 10. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving three months (90 days) notice or salary in lieu thereof.

If anytime you remain absent from duty, either without sanctioned leave or beyond the duration of such leave for period exceeding five days then it will be deemed that you have resigned from office and voluntarily abandoned services on your own and the company will entitled to recover from you an amount equivalent to the salary for notice period prescribed in clause 9 above, for termination of employment, in lieu of such leaving



service without giving due notice.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. \* If you commit any act prejudicial to the continuing good relationship between you and the company.

If you commit breach of any of the terms of this letter of appointment.

## 11. Authority

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

If you agree to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter as a token and evidence of your acceptance of the appointment.

We wish you a good start of work in our organization.

Sincerely,

**For Swaraa Tech Solution LLP**

### (Authorized Signatory)

I agree to the appointment and accept the above terms and conditions of service.

**Name: Dhaiwat Budh**

Signature: .....



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