



# Employment Agreement

This **Employment Agreement** (“Agreement”) is made and entered into on **28th August 2025**, by and between:

**Company Name:** InfotechsRealm

**Registered Address:** 204, Dhara Trade Center, Mahadev Chowk, Mota Varachha, Surat – 394101

(Hereinafter referred to as the “**Employer**”)

**AND**

**Employee Name:** Bamroliya Darshan Maheshbhai

**Address:** H-604, Sanskruti Residency, near Maharaja Farm, Mota Varachha, Chorasi, Surat, Gujarat-394101

(Hereinafter referred to as the “**Employee**”)

The Employer and the Employee are hereinafter collectively referred to as the “**Parties**”, and individually as a “**Party**.”

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## 1. Appointment

The Employer hereby appoints the Employee to the position of **MERN Stack Developer** in the **Web Development Department** with effect from **1st November 2025**, and the Employee accepts such appointment under the terms and conditions of this Agreement.

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## 2. Place of Work

The Employee shall work on an **on-site basis** at the Employer’s registered office located at: 204, Dhara Trade Center, Mahadev Chowk, Mota Varachha, Surat – 394101

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### 3. Probation Period

- The Employee shall serve a **probation period of three (3) months** from the date of joining. During this period, the Employee's performance will be **closely monitored and evaluated**.
  - Based on the Employee's performance and alignment with company standards, the **Employer reserves the right to shorten or extend** the probation period at its sole discretion.
  - Upon successful completion of probation, the Employer may confirm the Employee's employment in writing and may revise the salary based on performance.
  - This Agreement shall remain valid for the duration of the probation period, unless extended, shortened, or renewed in writing by the Employer.
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### 4. Duties & Responsibilities

The Employee shall:

- Perform all duties assigned with diligence and professionalism.
  - Follow the lawful instructions of the Employer.
  - Adhere to all company policies, procedures, and codes of conduct.
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### 5. Working Hours

- The Employee's standard working hours shall be **9:30 AM to 6:30 PM**, Monday to Saturday.
- The Employee is expected to **report to the office on time** and maintain regular attendance. A **one-hour lunch break** shall be provided between **1:00 PM and 2:00 PM** each day.
- Working hours may be adjusted by the Employer based on **project requirements or operational needs**, provided reasonable notice is given to the Employee.

#### 5A. On-Site Working Rules

The Employee is required to comply with all **on-site working rules and office policies** of the Employer, including but not limited to:

- Maintaining **punctuality** and adhering to official working hours.
  - Marking **attendance** through the company's designated system.
  - Following all **safety, security, and behavioral guidelines** applicable at the workplace.
  - Using company resources responsibly and maintaining cleanliness and discipline within the premises.
  - Obtaining prior approval from the reporting manager for any temporary **leave or early departure** from the office.
  - Cooperating with team members, reporting managers, and other departments to ensure smooth workflow.
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## 6. Attendance and Working Hours Tracking

- The Employee shall be required to maintain a minimum of **eight (8) working hours per day**.  
Attendance shall be recorded through the **company's attendance or time-tracking software**, as instructed by the Employer.
  - The Employee must log their **start and end time** each working day in the tracking system, and ensure that the total daily working hours meet the required minimum.  
Failure to maintain accurate records or to meet the required working hours may result in **salary deductions or disciplinary action**, as per company policy.
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## 7. Compensation & Benefits

- The Employee shall be paid a **monthly salary of ₹13,000**, subject to applicable deductions.
- Salary shall be disbursed between the **1st to 5th of every month**. In case of weekends, public holidays, or banking delays, payment may be extended up to the **10th of the month**.
- Payment shall be made through **bank transfer** to the Employee's designated account.

- The Employee must comply with all on-site attendance and performance monitoring policies to remain eligible for salary disbursement.
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## 8. Leave

The Employee shall work **6 days a week (Monday to Saturday)**, with **Sundays** as the weekly off. The Employee shall be entitled to **1 paid day off per month**. If such leave is not taken within the month, it shall be counted as **1 additional working day in that month**.

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## 9. Confidentiality

The Employee shall not, during or after employment, disclose any **confidential information, client data, or project-related material** to any third party without the prior written consent of the Employer.

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## 10. Intellectual Property & Work Ownership

- All **work, inventions, code, designs, documents, strategies, and materials** developed or created by the Employee during employment (whether during office hours or otherwise, and whether using company or personal resources) shall be the **exclusive property of the Employer**.
  - The Employee shall not **use, display, publish, or share** such work, in whole or in part, on LinkedIn, GitHub, portfolios, or any personal/professional platform without prior written approval from the Employer.
  - The Employee hereby **assigns all rights, titles, and interests** in such work, including intellectual property rights, to the Employer, without any further consideration.
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## 11. Non-Compete & Non-Solicitation

During the period of employment and for **six (6) months after termination** (subject to notice requirements under Clause 12), the Employee shall not, directly or indirectly:

- Engage in, be employed by, consult for, or otherwise assist any **business or individual engaged in activities similar to or in competition** with the Employer's business.
- **Solicit or attempt to solicit** any of the Employer's clients, customers, or business partners for personal gain or for the benefit of any other entity.
- **Poach, recruit, or attempt to hire** any current employees, contractors, or consultants of the Employer.

This restriction applies whether such actions are undertaken personally or through any third party, and regardless of whether compensation or benefit is involved.

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## 12. Termination

- Either Party may terminate this Agreement by providing **forty-five (45) days' prior written notice, or by paying salary in lieu of such notice.**
- Additionally, after the Employee's joining, if within the initial days the Employee is found not to be a good fit or not aligned with the requirements of the role, the Employer reserves the right to terminate the Agreement. In such cases, the Employee shall be paid for all days actually worked up to the date of termination.
- The Employer may terminate the Agreement **with immediate effect** in cases of:
  - Misconduct
  - Fraud
  - Gross negligence
  - Breach of this Agreement

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## 13. Return of Property

Upon termination, the Employee shall immediately return all **company property**, including but not limited to laptops, documents, credentials, and access devices, without retaining any copies.

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## 14. Governing Law & Jurisdiction

This Agreement shall be governed by and construed in accordance with the **laws of India**, and the **courts of Surat** shall have exclusive jurisdiction over any disputes.

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## 15. Entire Agreement

This Agreement constitutes the **entire understanding** between the Parties and supersedes all prior discussions, communications, or agreements.

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## SIGNATURES

### For the Employer

Name: Mitul Gopani

Designation: CEO, InfotechsRealm

Signature: *mp gopani*

Date: 30 October 2025

### For the Employee

Name: Darshan Bamroliya

Signature: *Darshan*

Date: 31/10/2025