Employment Agreement

This Employment Agreement ("Agreement") is made and entered into on this day between **TejSoft Pvt. Ltd.**, hereinafter referred to as the "Employer", and the undersigned individual, hereinafter referred to as the "Employee". This Agreement sets forth the terms and conditions of employment for the position of Software Developer.

1. Position & Duties

The Employee agrees to serve as a **Software Developer**. The Employee shall be responsible for software design, development, testing, documentation, and support as assigned by the Employer. The Employee shall comply with all company policies and maintain a high standard of professional conduct.

2. Commencement & Term

The employment shall commence on [Start Date] and shall continue unless terminated in accordance with this Agreement.

3. Probationary Period

The Employee shall be on probation for the first 6 months of employment. During this period, either party may terminate the Agreement with 15 days' written notice.

4. Place of Work

The Employee's primary place of work shall be the Employer's office at [Work Location]. The Employee may be required to travel or work at client sites as per business needs.

5. Compensation

The Employee shall receive a salary of INR [Amount] per month, payable in accordance with the Employer's standard payroll schedule. Performance bonuses and salary revisions may be considered based on annual performance evaluations.

6. Working Hours

The Employee shall work 40 hours per week, Monday to Friday, typically from 9:30 AM to 6:30 PM. Occasional overtime may be required to meet project deadlines and shall be compensated as per company policy.

7. Leave & Holidays

The Employee shall be entitled to 18 days of paid annual leave, 10 days of sick leave, and all public holidays observed by the Employer. Leave requests must be submitted in advance for approval.

8. Confidentiality & Intellectual Property

The Employee agrees to maintain the confidentiality of all proprietary information, trade secrets, and client data. All software, code, inventions, and work products created during employment shall be the sole property of TejSoft Pvt. Ltd.

9. Non-Compete & Non-Solicitation

For a period of 12 months following termination, the Employee shall not directly or indirectly engage in any competing business or solicit the Employer's clients or employees.

10. Termination

Either party may terminate this Agreement with 30 days' written notice. The Employer reserves the right to terminate immediately for cause, including misconduct, breach of confidentiality, or failure to perform duties.

11. Governing Law

This Agreement shall be governed by the laws of India. Any disputes shall be subject to the exclusive jurisdiction of the courts located in [City, State].

12. Entire Agreement

This Agreement represents the entire understanding between the parties with respect to employment and supersedes any prior agreements, whether written or oral.

IN WITNESS WHEREOF, the parties hereto have executed this Employment Agreement as of the date first above written.

Employer (TejSoft Pvt. Ltd.) Signature: _____ Date: _____

Employee (Software Developer) Signature: _____ Date: _____