



25 October 2025

KANYA KUNJUMON
NOOTIMUPPATHIL CHIRA PALLATHURUTHI (H)
PAZHAVEEDU P.O ALAPUZHA
EMAIL: kanyakunjumon2000@gmail.com

Dear KANYA

We take great pleasure in inviting you to be an integral part of TECHOLAS TECHNOLOGIES PRIVATE LIMITED.

Congratulations! With reference to your application and the subsequent interview held with us recently, we are pleased to offer you the position of **PYTHON FULL STACK DEVELOPER** in our organization. We feel confident that you will contribute your skills and expertise to the growth of our organization.

As per the discussion, your starting date will be on 3/11/2025

Your Employment will be based on the following terms and conditions.

POSITION	PYTHON FULL STACK DEVELOPER
SALARY	Annual gross Rs.3,24,000 Monthly gross Rs.27,000

LEAVE	As per company policy
PROBATION	6 Months
LOCATION	Kochi
Date of joining	3.11.2025

1. APPOINTMENT

- Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 3.11.2025

2. COMPENSATION

- You will be eligible to receive the following components out of the Gross 27,000/- per month.

Basic salary of Rs. 27,000/- per month.

- Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria, if the performance is weak there will be termination

3. OTHER BENEFITS

- Leave, holidays and working hours as applicable to your function in TECHOLAS and location of posting. Perquisites, if any, as applicable based on functional requirements as determined by the company.

4. JOB PROFILE

- Job role is for the post of PYTHON FULL STACK DEVELOPER. This includes:
- job description involves designing, developing, and maintaining web applications by working on both the front-end (user interface) and back-end (server-side logic). Key responsibilities include writing Python code with frameworks like Django or Flask, building user-facing elements with HTML/CSS/JavaScript, managing databases, integrating APIs, and ensuring application performance, scalability, and responsiveness.

5. CONFLICT OF INTERESTS

- You are required to engage yourself exclusively in the work assigned by TECHOLAS and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express

written consent of your reporting manager.

- You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of TECHOLAS.
- The Conflict of Interests Policy (Mentioned in the Appendix) also refers to the need your part, during your employment and for a period of one year from the cessation of your employment with TECHOLAS (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - Any employee of TECHOLAS to terminate their employment with TECHOLAS or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - Any customer or vendor of TECHOLAS to move his existing business with TECHOLAS to a third party or to terminate his business relationship with TECHOLAS.
 - Any existing employee to become associated with, or perform services of any type for any third party.
 - In case of any conflict or doubt, please discuss the matter with your reporting manager, understand the position of TECHOLAS and resolve the conflict.

6. CONFIDENTIALITY

- In consideration of the opportunities, training and access to new techniques and know how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in The Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information

except as may be required under obligation of law or as may be required by TECHOLAS and in the course of your employment. This covenant shall endure during your employment and for a period of one year from the cessation of your employment with TECHOLAS (irrespective of the circumstances of, or the reasons for, the cessation).

- In consideration of the non-competing policy of the company you shall don't directly compete with the company in the same district in the same business for a period of one year from the cessation of your employment with TECHOLAS (irrespective of the circumstances of, or the reasons for, the cessation).
- Strictly prohibited that you shall not disclose any information about your package to any other employees of the company.

7. GENERAL

- We trust that you have not provided us with any false declaration or will fully suppressed any Material information. If you have, you will be liable for removal from service without notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this Agreement.

- Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

These employment terms supersede and replace any existing agreement or understanding, if any, between TECHOLAS and you relating to the same subject matter.

Early Termination: In the event that you wish to terminate your employment with Techolas Technologies before the completion of the one-year commitment period, we request that you provide at least two month's notice in writing. Early termination may have implications for your benefits and any applicable contractual obligations. The company reserves the right to exercise its discretion in such cases.

Please note that this commitment clause is intended to clarify expectations regarding the

duration of your employment. It does not alter the at-will nature of your employment, which means that either you or Techolas Technologies may terminate the employment relationship at any time, with or without cause or notice, as per applicable laws and regulations.

By signing below, you acknowledge and agree to the terms outlined in this offer letter, including the commitment to one-year employment.

8. NOTICE PERIOD

This contract of employment is terminable, without reasons, by either party giving two months' notice. If you are decided to resign from TECHOLAS TECHNOLOGIES, it is compulsory to work for two month notice period. The company reserves the right to recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.



9. ON SEPERATION

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost of data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

10. DOCUMENTS

You are requested to bring copy of following documents at the time of your joining:

- 2 passport size photographs
- Qualification Certificates (in original along-with one photocopy set; the originals will be returned to you after verification)
- Proof of residence/ID Proof
- Copies of your Experience Letters as well as the Relieving Letters from your previous employers
- Copy of your last drawn salary slip.

A detailed Appointment letter along with the terms and conditions of your contract of employment will be issued to you upon your joining to the Company.

All other terms and conditions will be governed by the Company rules and regulations formulated from time to time.

Please confirm your acceptance of this offer by signing and returning a copy of this offer letter to us

Yours sincerely, MITHUN K V

Director, TECHOLAS

I agree to accept employment on the terms and conditions mentioned in the above letter.

Place:

Date:

Name & Signature

**TECHOLAS TECHNOLOGIES
1 floor, Vasudeva complex,
Palarivattom, Kochi, Kerala 682025**



APPENDIX

CONFLICT OF INTEREST POLICY

TECHOLAS has adopted a conflict-of-interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest.

For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold on open market or the interest is not material.

For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.

For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

For an employee or any dependent member of his family to accept commission, a share in profits or other payment, loans (other than with established banking or financial institution), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform my reporting manager.

Date: Name & Signature

LEAVE POLICY:

- An employee is given one sick leave per month which month be taken in that, and it cannot be possible to carry over to the next month.
- An employee has one casual leave in a month.
- If three consecutive days of leave are taken and company holiday comes in between, it will be sandwich Leave. (eg Saturday, Sunday & Monday)
- If leaves taken without prior notice, the company can take actions against the employee. If the leave is genuine to the employee, the leave can be taken on urgent notice .

Dress Code:

Dress is an integral aspect of an individual's personality and is considerably Influenced by Context and occasion. The TECHOLAS Dress Code Policy intends to ensure that as TECHOLAS, you demonstrate the professional character of the company by the way you present yourself at work, and in a way that allows you to maintain your credibility and professionalism.

Guidelines:

You can dress in office FORMALS throughout the workweek on certain occasions you will be required to dress formally Employees in sales / client facing roles are required to be dressed in formal attire in all respects, office decorum and decency has to be maintained

Here is an indicative list of what is considered appropriate and not appropriate for MALE employees

Appropriate Dressing

Full / half-sleeved shirts (tucked in) Formal / casual trousers Formal shoes.

Inappropriate Dressing

T-Shirts without Collar / Round neck T-Shirts with Casual Images / Motifs Oversized/ un shapely shirts/T-shirts Dhotis / Kurta-Pajama Short Kurtas Shorts Worn Out/ Torn jeans /Sandblasted

Jeans/Jeans with flashy patterns/ Patches Casual home wear slippers / Floater/Flip flops Bright and Flowery shirts with casual images/ motifs Track pants.

Tips for a Professional look

Ensure that you look well-groomed, clean, polished and smart Wear the right colors that blend in - avoid colors that are too bright / gaudy Differentiate between clothes to work and clothes elsewhere Make sure that your dress does not hinder your working style.

Know the kind of work of workplace you are in and dress to feel confident and comfortable.

TECHOLAS TECHNOLOGIES

**1 floor, Vasudeva complex,
Palarivattom, Kochi, Kerala 682025**