

Mr. Mohammed Irfan Mohammed Iqbal

603, Patel Residency,
plot 84, Sector 09,
Ulwe,
Navi Mumbai
Pin Code - 410206

23rd November, 2023

APPOINTMENT LETTER

Dear **Mohammed Irfan**,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a **"Software Engineer"** in our organization on the following terms and conditions:

Date of Joining: You have joined us on **22nd November, 2023**.

Remuneration: Your Annual Total Employment Cost to the company would be **Rs. 8,50,008/- Per Annum (Eight Lac(s), Fifty Thousand(s), Eight Rupees only)**. This comprises of your salary and performance-linked incentives and the details of which is been given in the Annexure attached below.

Please note that the salary will be on the basis of a lump sum and taxes applicable will be deducted from your salary every month.

Probation/Confirmation: You will be on a probation period for six months or more if required. During the probation period, your services can be terminated with seven days/immediate notice by the company.

Place/Transfer: Your present place of work will be at **Mumbai**, but during the course of the service, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

You will be required to comply with all such rules and regulations as the Company may frame from time to time.

Regd. Office

Unit No. 5, The Ruby, 4th Floor,
29, Senapati Bapat Marg, Dadar (W),
Mumbai - 400 028, MH,
India.

NeoSOFT Pvt. Ltd.

www.neosofttech.com

✉ india@neosofttech.com

☎ +91 (22) 40500600

☎ +91 (22) 40500695

CIN U72900MH2022PTC375331



Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

You are entitled to Earned Leave, right from your date of Joining. You are eligible for 1.5 leaves monthly. Sick Leave will require a doctor's Certificate to be submitted.

Any of our technical or other important information including any personnel information which might come into your possession or knowledge during the continuance of your service with us shall not be disclosed, divulged, or made public by you at any time.

You will be required to maintain utmost secrecy in respect of the following confidential assets including Project documents, commercial offers, design documents, Project cost & Estimation, Technology, Software packages license, company policies, Company patterns & Trade Mark, and companies' Human assets profile.

If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Notice Period: Three months' notice will be applicable from both sides for the termination of the services, though the management reserves the right to terminate your services earlier giving the due notice if your services are found unsatisfactory.

You will be responsible for the safekeeping and returning in good condition and order of all Company property, which may be in your use, custody or charge.

This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance. We welcome you to The **Neosoft** family and look forward to a fruitful collaboration.

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ANNEXURE A SALARY DISTRIBUTION

Name: Mohammed Irfan Mohammed Iqbal		
Designation: Software Engineer		
Target Annual Compensation From NeoSOFT Private Limited	Per Month (INR)	Per Annum (INR)
Basic	23,333	2,79,996
House Rent Allowance	11,667	1,40,004
Special Allowance	26,995	3,23,940
Conveyance	1,600	19,200
Total (A)	63,595	7,63,140
Statutory Benefits (B)		
Gratuity		13,464
Company Contribution to PF	1,950	23,400
Total Fixed Compensation (A) + (B)	66,667	8,00,004
Retention Bonus		50,004
Total Cost To Company	70,834	8,50,008
Deductions (C)		
PT	200	2,500
PF Employee Contribution	2,800	33,600
Net Salary Payable(A)-(C)	60,595	7,27,040

*Any tax liability arising out of your compensation shall be borne by you and it will be as per Income Tax rules.

Notes:

- All Payments are subject to appropriate taxation.
- The salary structure is liable for modification from time to time.
- PLI are paid annually

For NeoSOFT Private Limited



Ms. Simran Singh
(AVP – Human Resources)

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