

MH. Navas V P P

Date: 02-03-2025

V P P House, Valvakkad post Elambachi, Hosdurg,  
Kasaragod, Kerala, 671311

Greetings, **MH. Navas V P P**

It is my pleasure to confirm an appointment with our organization as **Laravel Developer** on behalf of Sabka Developer InfoTech.

**LOCATION / PLACE OF POSTING:**

Your work location will be On **Remote**. However, based on organizational and business exigencies imperatives, you be transferred to a Company / Group location anywhere in India or abroad.

**DESIGNATION:**

You will be designated as **Laravel Developer**.

Your joining date will be 03-03-2025 and it can be changed due to any reason.

**TOTAL COMPENSATION:**

Your total CTC will be INR 180000/- payable in monthly instalments, subject to statutory and other deductions as per company policy.

Your increments are discretionary and will be subject to and on the basis of effective performance and results at the sole discretion of the Company

Website: <https://sabkadeveloper.com>

Email: [info@sabkadeveloper.com](mailto:info@sabkadeveloper.com)

Contact No. +91-8360840040

Services: Website Development, E - commerce Development, WordPress, Shopify, Shopify APP, CRM, CMS, Custom Modules, Laravel Websites and etc.

### **PROBATION AND CONFIRMATION:**

You will be on probation for a period of three (03) month the start date of appointment. At the end of this period. Your service will be confirmed subject to your satisfactory conduct and performance.

Your probationary period may short of expectation during the initial period of probation either by another three month or for a shorter as determined by the Company.

In the event your conduct and performance is found unsatisfactory or if it falls short of expectation either during initial probationary period or during extended period of probation your services are liable to be terminated without assigning any reason.

You shall be deemed to be on probation until and unless your services are confirmed in writing.

### **TERMINATION OF EMPLOYEMENT:**

This contract of employment can be terminated by either party after giving:

15 days' notice or Gross Salary during probation.

One-month notice or Gross Salary in thereof upon confirmation.

Upon termination by either party you will immediately hand over to the Company all property belonging to the Company and / or relating to its business, including but not limited to any Laptop, Mobile Instrument including SIM Card, Brochures, Specification, Formulae, Books, Documents, Market Data, Cost, Literature, Drawings, Effects or Records, etc. and you undertake of all such material before processing your final settlement.

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### **PHYSICAL AND MENTAL FITNESS:**

This offer is subject to your being found medically fit at the time of your joining and remaining fit during the tenure of your employment with us.

The Company reserves the right to terminate your employment should you be found unfit at any point in time during the course of your employment and under such circumstances, the notice period specified in Clause 5 above shall not apply.

### **GENERAL SERVICE CONDITIONS**

As part of your employment you are expected to comply with standards of business behavior confirming to the code of conduct guidelines contained in various polices / procedures / rules and regulations.

1. You are expected and required to familiarize yourself with these various Guidelines / Policies / Procedures / Rules or Regulations available with the Human Resource Department, and specifically note the following:
2. You will wholly and exclusively in the time employment of the Company and are not permitted to carry on any other business, profession or employment.
3. You will have to obtain prior written permission from the HR Head before undertaking any teaching, training or writing assignment and ensure that views expressed by you in the media / publications, if any are strictly your personal views.
4. Any violation of code of conduct / acts that are a criminal offense or involve moral turpitude would invite appropriate disciplinary action including termination of employment.

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5. In addition to your usual duties you may be required to perform any work assigned to you by the Company / any officer of the Company where you may be posted for the time being.
6. You will be covered by leave, holidays and working hour policies as application to employees at all locations and as set out in the Company policies.
7. In the event you voluntarily terminate the contract of service or this appointment as the case may be within a period of One year from the joining date the company shall recover all that expresses incurred by the company towards your joining which shall include but not be limited to the relocation expenses (charges for the transportation / packing / unpacking / loading / unloading charges) for self-spouse and children or any other amount paid to you in order in facilitate you joining us.

#### **TRANSFER:**

In view of organization and business needs, your services can be transferred by the Company in such capacity as the Company may from time to time determine anywhere in India or abroad to any one of the Company's department subsidiaries, Joint Ventures Associates etc.

Consequent to such transfers, you will be governed by the terms and conditions of service as application to your category of employee in the new organization and place.

#### **RETIREMENT:**

You will retire from the services of the Company upon attainment of Sixty years of age.

The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

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However, you may be retired at any age before Sixty years during your services in the organization if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or are not able to perform the given work for any other reason whatsoever

**STATEMENT OF FACTS:**

Not with standing any other terms and conditions stipulated herein if at any stage during the tenure of your service it is found that any particulars or details furnished by you are incorrect and / or this agreement of service has been obtained by misrepresentation of facts, the Company shall in addition to taking such further and other action in civil and criminal law as it may be advised have the right to terminate your service forthwith without giving any notice.

The company reserves the rights to conduct verification checks to ascertain facts if needed.

**APPLICABILITY OF OTHER AGREEMENTS:**

The Company has a policy of sponsoring certain employee for various training assignment with the Group Companies / Company's Technical Collaborators or any other Institutions / Organizations in India or abroad.

Should you be selected for such an assignment you will diligently and beneficially take part in such assignment.

Further all expenses towards travel accommodation and other related expresses (excluding any personal expenses) for such training (s) shall be borne by the Company.

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In the event you are unable to successfully complete such training or voluntarily terminate the contract of service or this appointment before completing one year from the date of such training you shall be liable for payment of all expenses incurred by the Company for such training (s) at the sole discretion of the Company.

**Working Hours:**

The working hours will be 9 a.m. to 6:30 p.m. The firm usually operates six days a week. Your managers will expect you to work the shift allotted to you.

You will be expected to work six days a week, with your weekly rest day not always being Sunday.

**Leaves:**

Each year, you will be entitled to 12 annual leaves. All leave requests must be filed in writing to your supervisor prior to the specified duration of time.

***IMP: The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.***

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We are happy to welcome you and congratulate you on your appointment and wish you a long and successful career with us.

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

1. ID Proof (PAN Card),
2. Two passport size photographs,
3. Qualification Certificates (photocopy set),
4. Proof of residence (Aadhar Copy),
5. Current / Previous Company Document,
6. Bank Account Details

Please confirm your acceptance of this offer by signing and returning this letter by 05-03-2025.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

**Sabka Developer InfoTech**  
**Authorized Signature**

**Mr. Vishal Goshwami**

**Employee**

**MH. Navas V P P**



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