

Date: 22nd Feb 2023

APPOINTMENT LETTER

To,

Mr. Sawan Patidar

Employee Code. WM-876

Add: Ward No. 02, Agrwal Gali,

Nandra, Kargone,

Madhya Pradesh- 451225

Dear Sawan,

We are pleased to offer you an appointment in our organization as **Software Developer-Software Development** w.e.f. 30th January' 2023. You will be based at our **Indore** office.

Terms & Conditions of Appointment:

1. You shall be taken on "**Probation**" of the company.
2. You will be under probation for a period of **6(Six) months** from the date of your joining. Based on your performance and conduct your services will be confirmed. Such confirmation shall be conveyed to you in writing and employee will be eligible for other company benefits. In the absence of any written confirmation, it shall be deemed that your probation period has been extended till such times as a confirmation letter is issued to you.
3. You will be entitled for one casual leave per month during this probation period on pro-data base from date of joining.
4. Your job responsibilities shall be as described in the **Annexure ' A '** and those as assigned from time to time.
5. Your salary package shall be as described in the **Annexure ' B '** plus business incentive. The Remuneration package is strictly confidential. Any deviation from this would result in the company taking serious disciplinary action.

Corp. Office: G-18, Sector-63, Noida(U.P), 201301, India

Phone: +91-120-4147035 | Mob: +91 931-177-8514

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6. Your **next salary review** will be after 1 (One) Year on the basis of your performance.

7. Leave Policy :

Probation Policy		
	Employee In Probation	Confirmed Employee
Probation Duration	6 Months	Confirmed
Leave CL	Accrual 1 Per Month (will be calculated as per DOJ pro rata basis)	Accrual 1 Per Month
Leave EL	NA	Accrual 12 Leaves on completion of every Year

8. Working hours/office timings (accordingly to the prevailing policy) will be as follows:

Monday to Friday: 10:00 A.M. - 07:00 P.M. hrs. With Lunch break: 02:00 to 02:45 Hrs.

9. **PIP– Performance Improvement Plan** should be implemented when an employee’s overall Performance rating is “Unsatisfactory”, or if the supervisor determines the employee’s current performance requires improvement after the supervisor has held prior discussion with the employee and has communicated expectations.

10. Dismissal – An Employee Services may be terminated due to:

10.1 Lack of related skills.

10.2 Inadequate work performance.

10.3 Improper character or attitude.

10.4 Integrity issues or any other reason that the company believes renders the employee unsuitable for continuing employment with company.

11. The Notice period during your probation period is **15 (Fifteen) days**. Notice period for separation for confirmed employee is **30 (Thirty) days**.

12. Your company may be deciding to terminate your service without dues and experience certificate(s). If you refuse to serve the notice period.

13. That the employee whether on probation or confirmed, shall strictly adhere to the Employment Policy including:

- a) Code of Conduct, Service rules,
- b) The Terms and Conditions of your service, etc.

14. The Employee hereby acknowledges and agrees that during the tenure or post cessation of the employee's employment, the employee shall not in any way.

- Directly or indirectly compete with the Company: or
- Directly or indirectly, either alone, or in conjunction with any other person or entity, solicit, induce poach or recruit any employees of the Company to leave the employment of the Company for any reason.
- Directly or indirectly, either alone, or in conjunction with any other person or entity, solicit, poach our customers or potential customers.

Please familiarize yourself with the employee Hand Book on the features, guidelines, terms and conditions of your employment, which need to be followed in its true spirits on your employment with WM, a brand owned by Webmobril Technologies Private Limited.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Please sign the duplicate copy of this appointment letter as acceptance of appointment read with the Employment Policy.

Annexure-A**ROLES AND RESPONSIBILITIES:**

- Developing and maintaining all server-side network components.
- Ensuring optimal performance of the central database and responsiveness to front-end requests.
- Collaborating with front-end developers on the integration of elements.
- Designing customer-facing UI and back-end services for various business processes.
- Developing high-performance applications by writing testable, reusable, and efficient code.
- Implementing effective security protocols, data protection measures, and storage solutions.
- Running diagnostic tests, repairing defects, and providing technical support.
- Documenting Node.js processes, including database schemas, as well as preparing reports.
- Recommending and implementing improvements to processes and technologies.
- Keeping informed of advancements in the field of Node.js development.
- Any other official task given on time to time.

Annexure- B

WEBMOBRIL TECHNOLOGIES PVT LTD		
G-18, SECTOR-63, NOIDA		
SALARY BREAK-UP	MONTHLY	ANNUAL
BASIC	16,730	2,00,760
HRA	8,365	1,00,380
CONVEYANCE	1,600	19,200
SPECIAL ALLOWANCE	1,188	14,256
MEDICAL ALLOWANCE	-	-
PHONE ALLOWANCE	-	-
OTHERS	-	-
GROSS SALARY	27,883	3,34,596
EMPLOYEE PF	1,800	21,600
EMPLOYEE ESIC	-	-
IN HAND SALARY	26,083	3,12,996
EMPLOYER PF	1,950	23,400
EMPLOYER ESIC	-	-
EMPLOYER MEDICLAIM (ONE TIME YEARLY-2,000/- MEDICLAIM POLICY)	167	2,000
STAT. BONUS	-	-
FIXED CTC	30,000	3,60,000

Warm Regards,

For WEBMOBRIL TECHNOLOGIES PVT. LTD.


 Authorised Signatory

Poonam Yadav
(Head- Human Resource)
WebMobril Technologies Pvt. Ltd

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