

Engagement Letter

06-May-2024

Avinash Kumar Barnwal

Dwivedi Mansion, Ahirtoli, Sn Yadav Road , State-Jharkhand, City-Ranchi, Pincode-834001

Dear, Avinash Kumar Barnwal,

This has reference to your application dated **06-May-2024** we, Smart Chip Private Limited (Company) are pleased to offer you the post of **IT Executive** in our organization with effect from **06-May-2024** in its project of Aadhaar Seva Kendra” (herein after referred to as “Project”)

1. The Project is a Pan India basis activity, so you may be deployed in any of the city/location as per the requirement of the Company. Your initial Place of working will be at **Ranchi**. However, due to the exigencies of the nature of the work or requirement of the Company, you may be relocated to other location at any time and the same will be duly intimated to you. You shall accept and move to the new location as per the directions of the Company without any demur or protest.
2. The break-up of your salary is as per Annexure -I
3. Your engagement is initially for 8 months from the date of engagement letter issued to you which can be renewed at the discretion of the Company from time to time, based on your performance and requirements of the project. If the Project is discontinued for any reason, your engagement will stand terminated on the day of discontinuance.
4. That in view of the above, your services in the Company will come to an end with the discontinuance of the said Project. However, either Party may terminate this Engagement Letter by giving 15 days advance written notice to the other Party; or payment in lieu thereof for such termination. Notwithstanding anything written to the contrary, in the case of misconduct on your part, no such notice and payment for termination is required and your engagement may be terminated with immediate effect. For clarity, misconduct includes any kind of insubordination, violation of prescribed process of carrying out the work, activities causing adverse effect on the Company's image and reputation, misuse / leakage of data/information processed/collected during the discharge of the duty, disclosure of data/information processed/collected to any third party, fraud/corrupt practice, ill treatment with the person visiting Aadhar Seva Kendra, any activity on your part disturbing the work flow or not complying with any of the applicable legal framework / guidelines. It is further clarified that in the event your service is terminated for misconduct, the Company apart from terminating your services will also be entitled to initiate legal proceedings (civil and criminal) if the misconduct relates to fraud/corrupt practice, misuse / leakage of data/information processed/collected during the discharge of the duty, disclosure of data/information processed/collected to any third party or not complying with any of the applicable legal framework / guidelines..

5. The employment contract can be terminated by either you or the Company by giving 15 days prior written notice or payment of Basic salary in lieu thereof. However, in the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period, without any pay in lieu of the notice period.
6. During the said engagement period, you will be required to observe all rules and regulations as per the Company policy regarding timings, behavior and the process of providing the services under the Project.
7. You will strictly abide by the standards of confidentiality and non-disclosure terms applicable to the employees of the Company as outlined in the Confidentiality agreement and other policies in this regard, and as amended from time to time by the Company. You acknowledge that maintaining the confidentiality and abiding the process of carrying out the work is of very critical nature for this Project and you undertake to follow the same. You further acknowledge that remedies available to the Company in Confidentiality agreement are in addition to and not in derogation of those are available in this letter.

Kindly sign the duplicate of this as a token of acceptance and return the same to us for records.

Thanking You,

**For Smart Chip Private Limited
Barnwal**



Authorized Signatory

Received & Accepted

Name Avinash Kumar

Signature

Annexure -1

Name: **Avinash Kumar Barnwal**

Designation: **IT Executive**

Effective Date: **06-May-2024**

Salary Component	Amount. (In INR.)Monthly	Amount. (In INR.)Annual
Basic	12653	151836
HRA	3000	36000
Conveyance	0	0
OTXA	0	0
Special Allowance	0	0
Gross Salary (A)	15653	187836
Employee's Contribution to EPF	1518	18216
Employee's Contribution to ESI	117	1404
Total Deduction (B)	1635	19620
Employer's Contribution to EPF	1645	1645
Employer's Contribution to ESI	509	509
Total Deduction (D)	2154	25848
CTC (A+D)= E	17807	213684
Take Home (A-B)= C	14018	168216

* Income tax, Professional Tax and LWF as applicable will be deducted as per law.

* Salary & related information to be kept strictly confidential.

