

TechNeutron Technology Solutions

Congratulations and welcome to TechNeutron Technology Solutions. We are delighted that you have decided to grow your career with us.

TechNeutron Technology Solutions is a growing software development & consulting company, delivering expertise in IT solutions, business processes and strategic consulting, through its global delivery.

TechNeutron Technology Solutions helps its clients realize values from their business and technology initiatives while leveraging a steadfast heritage of strong methodology and adapting the new & latest IT trends. TechNeutron Technology Solutions addresses client needs to reduce costs and improve delivery efficiencies.

TechNeutron Technology Solutions delivers a full range of integration services, including strategic assessment, design and implementation, and application development and maintenance. The company is doing its business activities from one of the biggest commercial cities of Pune and Nagpur. TechNeutron Technology Solutions strongly values - Sincerity, Hard work and Smartness.

Our clientele ranges from Fortune 500 companies to Small and Medium sized businesses from varied industries and domains. TechNeutron Technology Solutions works primarily for development of IT projects for its USA based clientele. TechNeutron Technology Solutions has emerged from a vision to one of the leading companies in the region providing high end information technology services and solutions.

TechNeutron Technology Solutions is heading towards becoming pioneers for delivering a completely integrated platform of services and solutions. The company has excelled to be one of the fastest growing companies in the region because of its top-notch quality and services and customer satisfaction.

Our extensive portfolio of software solution spans enterprise systems, applications, databases, and service management. Now the company would like to expend its business activities and has decided to expand its horizons across the country as well as into product development of its own.

**Offer Letter**

## BS / SDD / WC / 2023 – 24 / TECHN242

**Date: July 12rd, 2023**

Office No. - 332, Gera Imperium

Near Wipro Circle

Pune, Maharashtra (MH) Zipcode – 411057

**Subject: Appointment for post of [Front End Developer]**

Dear **Kanifnath Phalke**,

This agreement is entered into by and between **TechNeutron Technology Solutions** and **Mr. Kanifnath Phalke** in consideration of Individual performing services at or for TechNeutron technology solutions. and being allowed physical access to TechNeutron Technology Solutions facilities and/or electronic access to TechNeutron technology solutions.

## BACKGROUND:

1. The Employer **(TechNeutron Technology Solutions)** is of the opinion that the Employee has the necessary qualifications, experience, and abilities to assist and benefits the Employer in its business.
2. The Employer desires to employ the Employee **Mr. Kanifnath Phalke** has agreed to accept and enter such employment upon the terms and conditions set out in this Agreement.

In Consideration of the matter described above and of the mutual benefits and obligations set forth in this Agreement, the receipt and sufficiency of which is hereby acknowledged, the parties to this Agreement agree as follows:

1. **Position:** As a **“Front End Developer”**, it is the duty of the Employee to perform all essential job functions and duties. From time to time, the Employer may also add other duties within the reasonable scope of the Employee’s work.
2. **Compensation:** As compensation for the services provided, the Employee shall be paid a wage

of **INR 19,000/- per month** considering  **9 Hours a day** (as per rotational shift)and payment terms would be **monthly**. All payments shall be subject to mandatory employment deductions.

## For any payment related query mail at [Hr@techneutron.in ,](mailto:Hr@buzzartsoftware.com) [accounts@techneutron.in.](mailto:accounts@techneutron.in)

1. **Commencement Date & Terms:** The employee will commence working with the company from the date

## July 12rd, 2023.

1. **Confidential Information:** Individual understands that TechNeutron Technology Solutions possesses Confidential Information which is important to its business and that this Agreement creates an obligation on the part of Individual with respect to Confidential Information.
2. **Notice Period:** Employee should have to serve the notice period of 3 month for successful relieving. Leaves are not allowed during the notice period, in case of any leave your notice period will be extend.

Individual agrees as follows:

* 1. **Definition:** For purposes of this Agreement, the term “Confidential Information” shall mean any and all (a) confidential knowledge, data or information related to Company’s business or its actual or anticipated research or development, including without limitation (i) trade secrets, inventions, ideas, processes, software programs and subroutines, computer source and object code, algorithms, technology, data, formulae, programs, other

works of authorship, know-how, improvements, discoveries, developments, designs, and techniques; (ii) information regarding products, services, plans for research and development, marketing and business plans,

budgets, financial statements, contracts, prices, competitors, suppliers, and customers; (iii) information regarding the personal data, skills and/or compensation of Company’s employees, contractors, and any other service providers of Company; (iv) the existence of any business discussions, negotiations, or agreements between TechNeutron Technology solutions And any third party, and (v) any other confidential information of Company; and (b) any confidential knowledge, data or information of a third party that is under a duty to keep confidential.

* 1. **Non-Disclosure:** Individual will keep in confidence and trust, and will not use or disclose to anyone, any Confidential Information to anyone outside of TechNeutron Technology Solutions without the prior written consent of an authorized TechNeutron Technology Solutions representative, except as may be necessary in the ordinary course of performing services for TechNeutron technology solutions., and then only within the authority granted by TechNeutron Technology Solutions and for the purpose stated herein. The obligations of confidentiality set out in this Agreement shall apply, (i) with respect to Confidential Information that constitutes a trade secret of TechNeutron Technology Solutions or of any third party, at all times during the term of Individual’s assignment with TechNeutron Technology Solutions and at all times thereafter so long as such information remains a trade secret, and (ii) with respect to Confidential Information that does not constitute a trade secret of Company, at all times during the term of Individual’s assignment with TechNeutron Technology Solutions and for a period of three (3) years thereafter. TechNeutron Technology Solutions retains the right to refuse or to terminate the Access rights to Individual at any time, without prior notice.
  2. **Return of Company Property:** Upon termination of completion of the contracted services or upon Company’s request at any other time, Individual will deliver to TechNeutron Technology Solutions. all of Company’s property, equipment, and documents, together with all copies thereof, and any other material containing or disclosing any TechNeutron Technology Solutions. Invention or Confidential Information and certify in writing Individual has fully complied with the foregoing obligation. During the term of the contract, Individual will take steps to protect the integrity of any Confidential Information and/or other TechNeutron Technology Solutions-related data on Individual’s TechNeutron Technology Solutions-issued computer and other equipment. In addition, if Individual has used any personal computer or other device, server, or e- mail system to receive, store, review, prepare or transmit any TechNeutron Technology Solutions information, including but not limited to, Confidential Information, Individual agrees to provide TechNeutron Technology Solutions. with a computer-useable copy of all Confidential Information and then permanently delete and expunge all Confidential Information from those systems; and Individual agrees to provide the TechNeutron Technology Solutions access to Individual’s system as reasonably requested to verify that the necessary copying and / or deletion is completed.
  3. **Leave policy:** You will be entitled of taking 1 leaves per month. Any emergency leave needs to addressed through mail or written message. On Absence of more than 3 days without any intimation will lead you to termination of your employment.

1. **Conflict of Interest:** Individual will disclose any conflict of interest or potential conflict of interest, including any situation where your activities (business engagements or investments with TechNeutron Technology Solutions employees, customers, partners, suppliers, vendors, competitors, acquisition targets) or relationships (family members or relatives) could influence your objectivity or interfere with a TechNeutron Technology solutions business objective or the performance of your duties. To disclose please complete our Conflict-of-Interest Disclosure Approval form.
2. **Non-Employee Status:** Individual agrees that this Agreement is not an employment contract, and that Individual will not at any time be considered an employee of TechNeutron Technology Solutions within the application of any federal, state, or local laws or regulations, including but not limited to laws or regulations covering unemployment insurance, retirement benefits, workers’ compensation, labour, or taxes of any kind or for the purposes of coverage under any TechNeutron Technology Solutions - sponsored benefit and/or stock plans, policies programs or arrangements, whether or not reduced to writing.
3. **Modification:** This Agreement can only be modified by a subsequent written agreement executed by the Individual and an authorized representative of TechNeutron Technology Solutions.

## I understand that both the Company and I are giving up the right to a court or jury trial for claims covered by this Agreement.

I further acknowledge that I have been given the opportunity to discuss this Agreement with my own private legal counsel at my expense and have availed myself of that opportunity to the extent I wish to do so. This Agreement shall become binding on the Company, without need for its signature once I electronically or physically sign the Agreement.



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## Best Wishes, Agreed and Accepted.

**From,**

## TechNeutron Technology Solutions.

**Sumit Kumar**

## [hr@techneutron.in](mailto:hr@techneutron.in) Name & Signature:

**HR DEPARTMENT |** TECHNEUTRON TECHNOLOGY SOLUTIONS.

## Date:

