



Welcome to Novelti Solutions

To,
Vikas Deshmukh,
Behind Hanuman temple,
opp. Mahajans House, Ravi Nagar,
Amravati- 444605.

Dear Vikas Deshmukh,

I am delighted & excited to welcome you to **Novelti Solutions** as a **Junior React.js Developer**, we believe that our team is our biggest strength, and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful experience with Novelti Solutions.

Your appointment will be governed by the terms and conditions presented in the Annexure A.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Chamundeswari. T

Manager- Operations



Annexure A

You shall be governed by the following terms and condition of service during your job with NOVELTI SOLUTIONS, and those may be amended from time to time.

1. You are being hired as a Junior ReactJS Developer and Chamundeswari would be your Reporting Manager and Mentor during the probation.
2. Your date of joining is **12/07/2023** and the duration of the probation would be 3-6 months. During this time, you are expected to devote your time and efforts solely to NOVELTI SOLUTIONS work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. You will be working remotely for the duration of the probation. There will be catch ups scheduled with your mentor to discuss work progress and overall experience at regular intervals. You may be required to come to office and the decision depends on the company.
4. All the work that you will produce at or in relation to NOVELTI SOLUTIONS will be the intellectual property of NOVELTI SOLUTIONS. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
5. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your job will be your responsibility. NOVELTI SOLUTIONS operates on zero tolerance principle regarding any breach of data security guidelines. At the completion of the job, you are expected to hand over all NOVELTI SOLUTIONS work/data stored on your Personal Computer to your mentor and delete the same from your machine.
6. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization. In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.

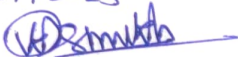


7. Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.
8. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
9. NOVELTI SOLUTIONS is a startup, and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity, and hard work – and expect appreciation & rewards to follow.
10. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
11. Have fun at what you do and do the right thing – both the principles are core of what NOVELTI SOLUTIONS stands for and we expect you to imbibe them in your day-to-day actions and continuously challenge us if we are falling short of expectations on either of them.
12. Your probation period will be for three-six months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
13. Your pay during the probation period will be Rupees Twelve thousand (12,000) per month, refer Annexure B for break-up.
14. You are entitled to 1 day leave per month during the probation period.
15. You might be placed in any project as and when required by the management.
16. You will be needed to undergo a notice period of 30 days during the probation.
17. After the probation period, you will be given a proper letter of appointment with the terms and conditions for permanent employment.
18. The compensation once you become permanent might range between 3-4 LPA, which will be based on your performance and commitment with the company.



I have negotiated, agreed, read, and understood all the terms and conditions of this job offer as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date: 10/07/2023

Signature: 

Place: Amravati

Name: VIKAS K. Deshmukh



Annexure – B

Name –Vikas Deshmukh

Particulars	Per Annum (INR)
Basic	57,600.00
HRA	23,040.00
Special Allowance	51,360.00
Bonus / Conveyance	12,000.00
Cost to the Company (CTC)	144,000.00