



**Turf  
Battles**

# **Turf Battle Games Pvt. Ltd.**

## **CONFIRMATION OF APPOINTMENT**

**To**

**Mr.Umesh Sharma .P.H  
#933/8/2, Room No. 11,  
5<sup>th</sup> Cross Road, K.N. Extension,  
Yeshwanthpur,  
Bangalore - 560 022**

**Dear Mr.Umesh Sharma**

With reference to your application for the employment and subsequent interview(s) you had with us, you are offered an appointment as a full-time Sr.Web Designer, arising out of Turf Battle Games Pvt Ltd., Bangalore effective, 22/10/2008.

We are pleased to confirm your services with effect from October 22<sup>nd</sup> 2008 on the following terms and conditions.

1. You are designated as: **Sr.Web Designer**
2. Your salary structure on confirmation will be as follows:

Basic wage/salary	Rs.12000
House rent Allowance	Rs.4800
Conveyance	Rs.800
Special Allowance	Rs.6400
<b>Gross Salary</b>	<b>Rs.24000/-</b>

3. You should perform all the duties that are attached to your post and also any work that may be assigned by your superiors at their discretion from time to time. You should work faithfully and diligently to the best of your ability and safeguard the interest of the Company. It shall be open to the management to post you in any other place where the Interests of the company are involved and you should accept transfer to any place, in India or abroad.
4. Efforts will be made to review your performance and salary on every 6 months starting from the date of your employment. Salary adjustments and the continuation of this agreement are dependent upon satisfactory performance and the availability of funding.
5. In case you want to resign from the Company, you have to give a notice period of at least one month , failing which company will not issue your experience and relieving letter .
6. In case of your termination or resignation, you should hand over charge to an official designated for the purpose and obtain a clearance certificate and your accounts can be settled only on production of such a certificate.
7. During the period of your services, if there is any lapse on your part, which in the opinion of the management renders you unsuitable for services in the company, you are liable to be terminated from the services forthwith or discharged or dismissed for any misconduct.





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8. You should furnish to the management your correct residential address while in the employment. Any change in the address should be intimated forthwith. Even when you are on leave, you should not leave the station without intimating the management and also give the correct address at which the management can get in touch with you in case of need.
9. It should be noted that your employment with us is on full-time basis and at no time should you engage yourself in any other work directly or indirectly without written permission of the management.
10. You should not disclose to any person any formula, process or any information that may come to your knowledge during the course of employment in the company.
11. This appointment is made on the understanding that the information given by you, in your application dated 30.09.2008 is correct, true and complete. If it is found at any time that the information given by you is not correct/true/complete, this appointment may be withdrawn before you join service with us or your services may be terminated at any time after you have taken up employment with us.
12. Apart from the above conditions, you will be governed by the Standing Orders / Service Rules and Regulations of the company in force and as modified from time to time.
13. If for reasons of shortage of power, breakdown of systems or for any other reasons, there is no adequate work to be given to you, the management reserves the right to lay you off and in case the establishment has employed less than 25 workers on an average on any day during the last 12 months, you will not be eligible to be paid any lay-off compensation.
14. You are entitled for leave as per Companies rules and regulations there under whichever is applicable.
15. If for a period of eight consecutive days, you absent yourself without permission or overstay leave, you shall be deemed to have voluntarily retired from the services.

Place: Bangalore  
Date: 22/10/2008



Signature of Employer *Director*

I have read and understood the above terms and conditions and voluntarily accept the same.

Place: Bangalore  
Date:

*Ph. Umesh Sharma*  
Signature of Employee  
22/10/2008