

STYLABS

Mr. Yash Tibrewal

Date: - 1st December 2020

1703, Thakur Jewel,
Near Thakur College, Thakur Village,
Kandivali East, Mumbai 400 101.
Cell: +91 88790 34882.
E-mail ID – yashkush.tibrewal@gmail.com

Re: Appointment as Jr. Full-Stack Developer

Dear Yash,

We refer to your application and the subsequent interview you had with us, we are pleased to appoint you as **Jr. Full-Stack Developer**. Your appointment is effective from **1st December 2020**. The terms and conditions of your appointment with us are as under:

- You will receive compensation of **Rs. 5, 00,000 (Five Lakhs Only)** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will be eligible for leave and other such benefits in accordance with the company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
- You will be entitled to leave & holidays in accordance with the rules of the Company in force from time to time.
- Company shall, from time to time, at its discretion conduct performance-based review of your employment .
- A reference check will be made from your previous employers. In case there is any adverse report against you which can be detrimental to the interests of the Company or if the information furnished by you is not true, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on grounds of misrepresentation of facts and intention of cheating.
- **Probation** - You will be on probation for a period of **3 months**, from your date of joining. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of **3 months** if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company

Stylabs Technologies Pvt. Ltd.

Satellite Gazebo, B Wing, 001, Ground Floor,
Andheri - Ghatkopar Link Road, Chakala Andheri East, Mumbai - 400 093.

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confirms you in writing. If your performance is exceptionally good, Management has all the right to confirm your services before the probation period.

- **Date of Birth:** The date of birth declared by you is **1997/07/17** and you will be bound by such date of birth in all service matters with the Company.
- You will keep the Company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your appointment and get such change recorded in the HR records. In the case any of residential change, you are requested to provide proof of such a change.
- You agree that during the subsistence of your employment with us thereafter you shall not solicit, endeavor to solicit, influence or attempt to influence any employee, client, customer or other person dealing with the Company, directly or indirectly, in any manner whatsoever that would be in conflict with or adversely affect or be in competition with the business interests of the Company.
- You agree that during the subsistence of your employment with us thereafter you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, promoter or in any other capacity or manner whatsoever) which is similar to the Company and/or its affiliates, nor engage in any activity that conflicts with your obligations to the Company.
- Unauthorized absence or absence without permission from duty for a continuous period of 5 (five) days shall make you lose your lien on employment. In such an event, the Company shall have a right to forthwith terminate your employment without any notice of termination or compensation in lieu thereof.
- Your continuation in the service of the Company shall be subject to you maintaining yourself in a state of medical fitness. In the event of any sickness preventing you from satisfactorily performing your duties over a prolonged period, Company reserves right to terminate your service or otherwise vary the terms and conditions of employment over a given period
- You will be governed by the Company's laid down Code of Conduct and if there is any breach of the same or non-performance of the contractual obligation or the terms and conditions laid down in this letter of appointment, your services could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

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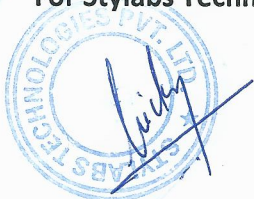
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- Your appointment is based on your proficiency in Technical/Professional skills that you have declared to possess as per the application and on the ability to handle any assignment/job independently anywhere in India or overseas. In case at a later date, any of your statements/particulars furnished are found to be misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein
- **Resignation** - In the event of resignation by you till such time as the Company accepts your resignation and relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you. On confirmation, your employment may be terminated at any time:
 - By you giving the Company Sixty (60) days' written notice; or by you paying an amount equal to sixty (60) days' fixed salary, less any applicable or required tax or other deduction.
 - By the Company giving you sixty (60) days' written notice or by paying you an amount equal to sixty (60) days' fixed salary, less any applicable or required tax or other deduction.
- E-mail facility provided by the Company is to be used exclusively for the Company's official business. The Company will have the right to check the e-mails sent and received. Sending of any information related to the Company's commercial/financial/technical data to unauthorized persons will be treated as a breach of trust and a serious offense. You will be responsible for the misuse of e-mail and all its consequences including litigation arising, therefore.
- The facilities and amenities granted by the Company in excess of the statutory requirements do not form a part of the conditions of service and are subject to change at the discretion of the Company. Any change in the rules, regulations, policies, and orders announced by the Company from time to time and applicable to you will form a part of this letter of appointment/employment.
- You will be governed by the Company's rules and regulations in force from time to time in respect of matters not covered by this letter of appointment.
- Company retains the right, at any time, to reassign you to a different position, to modify your job duties, review cycle and reporting relationship to meet business needs. Our industry changes rapidly and we must be flexible to meet the needs of the business. Except for items related to your Salary, other compensation, benefits, bonus, etc., the terms of this offer, can be modified by Company at its reasonable discretion.
- You shall retire from the services of the Company on attaining 60 years of age.

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For Stylabs Technologies Pvt. Ltd.



Vicky Kadam
(Human Resource Manager)

I undersigned accept the appointment on the terms and conditions contained in the letter of appointment and other conditions and service rules as applicable to the employees of the company from time to time. I have read and understood the service rules of the company and will abide by them.

Yash Tibrewal
(1st December 2020)

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Salary Structure of Yash Tibrewal

CTC YEARLY	5,00,000		
CTC MONTHLY	41,667		
Date of Joining	1st December 2020		
Employee Name: Yash Tibrewal	Yearly	Monthly	Remark
Designation: Jr. Full-Stack Developer			
BASIC	2,99,133	24,928	
HRA	1,66,667	13,889	
CONVEYANCE	19,200	1,600	
MEDICAL BILLS REIMBURSEMENT	15,000	1,250	
Stay on Bonus	-	-	
GROSS SALARY	5,00,000	41,667	Fixed
LESS :			
PROF. TAX	2,500	200	PTRs. 300/- will be deducted in Feb & TDS will be reduced as per investment.
TDS : WITHOUT CONSIDERING ANY INVESTMENT	-	-	
NET SALARY / TAKE HOME	4,97,500	41,467	



Vicky Kadam
(Human Resource Manager)

Yash Tibrewal
(Jr. Full-Stack Developer)

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