

## **JOINING LETTER**

Mr. Akshay Nikale  
At Rasalpur, Tal. Niphad,  
Maharashtra.

20/03/2022  
Ref: EZACUS/E-155/2021-22.

**Dear Akshay,**

With reference to your application exploring career opportunities with Ezacus Technologies Pvt. Ltd. and your subsequent discussions with us. Ezacus Technologies Pvt. Ltd. is pleased to appoint you on the following terms and conditions:

1. You will be joining us on **01<sup>st</sup> Apr. 2022**.
2. You shall be governed by the rules applicable to staff at Ezacus Technologies Pvt Ltd.
3. You shall be on probation for a period of **Three Months** and subject to satisfactory performance, your services shall than are confirmed.
4. During your probation period, your employment may be terminated by either side by giving one week's notice or one week's salary in lieu of such notice. Upon confirmation, either side may terminate your employment by giving one month's notice. Further, Ezacus Technologies Pvt. Ltd. may terminate your services by giving you one month's salary in lieu of such notice.
5. **Job Description : Jr. Php Developer.**
6. You shall diligently and faithfully employ yourself in and about the business and affairs of Ezacus Technologies Pvt. Ltd. and during such hours as shall be from time to time prescribed by or on behalf of Ezacus Technologies Pvt. Ltd. as those during which your attendance is required (except during allowed holidays) duly attend at the place of business of Ezacus Technologies Pvt. Ltd.

where you may for the time being be engaged and devote your whole time and attention exclusively to the business and affairs of Ezacus Technologies Pvt. Ltd. and shall not either on your own account or on account of any other person or persons company or companies be in any way either directly or indirectly engaged concerned or interested in any capacity whatever in any other business or occupation.

7. In the course of your employment with Ezacus Technologies Pvt. Ltd., you shall not, without the previous written consent of Ezacus Technologies Pvt. Ltd. and which consent Ezacus Technologies Pvt. Ltd. may in its absolute discretion and without assigning any reason therefore withhold and /or refuse to accord directly and/or indirectly solicit and/or engage in the collection of donations for any trust or other organizations and/or institutions for charitable and/or any other purposes from person/s and/or bodies corporate/institutions with whom you come into contact and/or have dealings with in the course of employment with Ezacus Technologies Pvt. Ltd..

8. Your compensation based on the Cost to Company basis is detailed bellow :

<b>Earnings</b>	<b>Amount</b>	<b>Deductions</b>	<b>Amount</b>
Basic Salary	<b>25,000.00</b>	Professional Tax	00
H R A	00	Deductions	00
Conveyance	00		
Medical Allowance	00		
Special Allowance	00		
Incentives	0		
<b>Total Earnings</b>	<b>25,000.00</b>	<b>Total Deductions</b>	<b>00</b>
		<b>Net Amount</b>	<b>25,000.00</b>
Amount(in words)	<b>INR Twenty Five Thousand Rs. Only.</b>		

9. Variable pay is a performance bonus based on achievement of performance goals that would be set in consultation with your superior for the performance year.
10. **Timing: 10:00 AM – 06:30 PM** , this would be extendable according to project schedules.
11. Leaves : **12 days** paid leaves a year
12. You shall abide by confidentiality agreement as well as code of discipline either existing or extended from time to time.
13. If you left the company before **12 months** your Certificates ( Experience Letter ) & Salary (Current/Last working Month) will not be provided .
14. Your notice period for this post will be **One month**.
15. Your employment should be confirmed for next **12 months**.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

Yours Truly,

**For Ezacus Technologies Pvt. Ltd.**

(Authorized Signatory)