



Date: 5th April, 2017
New Delhi

Dear Mr. Amar,

Welcome to **EMOBI Technologies Private Limited!**

Further to our initial discussions and subsequent interviews, we are pleased to offer you an appointment as “Junior iPhone Developer”.

1. Reporting:

You will be reporting to HR Manager with regard to your daily activities, who will also review your performance and your joining date is on or before 5th February, 2017.

2. Remuneration:

Your gross salary will be Rs. 96,000/- per annum. The company also has a variable performance incentive policy. The actual amount however will be determined by your performance during the period, your group/team performance and the company's overall profitability for the period.

3. Probationary Period:

You will be on probation for a period of 6 (Six) months from the date of reporting for the duty. On satisfactory completion of your probation, which will be assessed based on your positive contribution to the origination and your performance, you will be confirmed in the services of the company. In the event of partially satisfactory completion of your probation period, then same could be extended for the further period of 6 months or part thereof. There is one year bond period for working in our organization.

4. Career Growth and Increments:

Your promotion and increments will be based solely on your performance and contributions to Emobi Technologies. Your first performance review and appraisal would be after satisfactory completion of your probation i.e. 6 months you're joining the services of the company.

Emobi Technologies Private Limited:

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5. Notice period:

During probation, your services in the company could be terminated without notice period. Upon confirmation of your services, the notice period for termination of your services with the company will be 2(Two) months.

When payment lieu of notice period is offered the payment shall include Basic, HRA and any other Allowances being offered to you at that time. During your working, if company is not satisfied any time with your performance your services in the company could be terminated without any notice period however if you quit the company without notice period you have to deposit 2 (Two) months salary to the company.

6. Locations of posting and transferability:

Your present posting would be at the New Delhi unit of EMOBI Technologies. However, your services could be transferred to any of EMOBI Technologies units/its clients in India or overseas in accordance with the company rules in force at that time. At such time compensation as application to a specific location would be paid to you.

7. Other Terms and Conditions:

(a) You will devote the whole of your time and business activity for the benefit of the company. You will not without prior written consent of the company, engage, directly or indirectly in any occupation, business consultancy or teaching paid or unpaid while you remain an employee of the company.

(b) You are obliged to inform the company in writing in the event that you take up any part time courses for further education and upgrading of your experience.

(c) You are not allowed to interact with the clients/customers handled by the organization after resigning from the company for at least three years.

(d) If you should at any time willfully neglect or refuse to perform any of the duties that may come up from time to time, or should you be guilty of gross misconduct, the company may resort to immediate termination of your Appointment without any notice and shall be liable to pay only the amount of salary drawn up to the date of such termination.

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(e) Information pertaining to the company's operations shall remain confidential and you are expressly called upon to safeguard the same. On joining the company, a formal agreement of non-disclosure of confidential information and intellectual property etc. shall be executed by you. In the event of your being bound by any confidentiality agreement with your previous employer, you shall keep us duly informed to the same and indemnify us against any breach thereof by you.

(f) Breach of any of the above conditions will render you liable for termination from the services of the company without prior notice or compensation therefore.

As with all our current employees, you are expected to discharge your duties honorably and uphold the name of the company by exhibiting good conduct during the contract period in EMOBI Technologies as one of the team members.

Please affix your signature and acknowledgement the duplicate copy of this letter as a token of acceptance of the above terms and conditions and return the same to the HR department at the earliest. In addition, please also ensure that all documents and items required in Annexure 1 are handed over to the HR department.

We take pleasure once again in welcoming you in to the EMOBI Technologies family and look forward to a long lasting and mutually beneficial relationship.

Yours faithfully
For EMOBI Technologies

Declaration:

I have read the above terms and conditions of employment carefully and have understood completely. I hereby accept the above terms and conditions.

Signature of Employee

Date

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ANNEXURE: 1

Salary Structure:

Salary Head	Per Month (In Rs.)	Per Annum (In Rs.)
BASIC	5,000	60,000
HRA	3,000	36
MEDICAL	0	0
CONVEYANCE	0	0
PF	0	0
BONUS		
CTC	8,000	96,000

Congratulations on joining s at EMOBI Technologies. The following documents are required to be submitted to the HR department on your first day of joining.

1. Photograph (Passport size 4 & stamp size)
2. Educational certificates (Original & Xerox set)
3. Original and photo copy of your driving license (if any)
4. Original and photo copy of your passport (if any)
5. Copy to your registration letter given to the current company.
6. Complete set of photocopies of your experience certificates.
7. Pay slip of the last two months salary drawn from your current company.
8. Copy of your appointment letter from your current company.
9. Relieving letter from the current company (mandatory)

Reporting time: 10:00 AM

Looking forward to your joining the EMOBI Technologies family soon!

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