

Date: 05-05-2022

Dear Mr Ashapak Mulla ,

Sub: - Offer of Employment

We are pleased to offer you a position of '**Desktop Engineer**' in ThinkAPPS Solutions effective **05th May 2022** based on the terms and conditions described below.

The terms of this appointment are confidential between you and the company and any breach of this confidence will be viewed with seriousness.

TERMS AND CONDITIONS

1. Position & Duties:

You will be designated as a '**Desktop Engineer**' reporting to the designated supervisor or manager.

2. Remuneration:

You shall receive during the continuance of your employment with the company a Annual CTC of **INR 218796** (Rupees Two lac eighteen Thousand seven hundred and ninety six only) per annum.

3. Term of Employment:

As ThinkAPPS Solutions employee you would be prohibited from taking up any other assignment of professional nature whether paid or otherwise. Breach of this clause would automatically mean resignation from your employment.

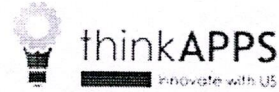
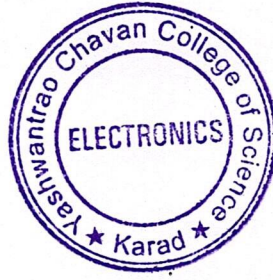
In the event of being trained on any specialized skill you will have to enter into a contract / agreement to work for a minimum specified period as decided by the Management.

You will be governed by appropriate company rules and regulations regarding hours of work, leave entitlements and other conditions of employment.

You will be governed by the company's rules and regulations enforced from time to time in respect of matters not covered by this letter of appointment. Company's decision on all such matters shall be final and binding on you.

4. Exit Terms:

You can terminate your services by giving notice period of **60 days**. The company may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities and code of conduct or your project is expiring.



You are required to return all the valuables given to you by company on your last working day. Without that your exit formalities and full and final settlements won't be completed.

You are required to serve above mentioned notice period. If you failed to do so, you will not be entitled to get any compensation from the company and your candidature will be termed as '**Absconded**'.

You will be retiring from the services of the Company on attaining the age of 58 years.

5. Confidentiality:

You shall, during the period of your employment with the company, not engage in any endeavor or activity, which conflicts with the interests and business of the Company.

You shall not divulge any Confidential Information (as defined below) to any third party nor shall you utilize any of the Confidential Information for any purpose other than the business of the Company and /or as may be required in the ordinary course of your employment with the company:

"Confidential Information" means any information, in relation to the company and / or the business of the Company disclosed to any employee in the course of his/her employment, which is identified as, or should be reasonably understood to be confidential by the employee, including, but not limited to, know-how, trade secrets, data, technical processes and formulas, source codes, product designs, sales, cost and other unpublished financial information, projections and marketing data."

6. Inventions:

All Intellectual Property Rights (as defined below) devised, developed or created by you in the course of your employment with the Company or any member of ThinkAPPS Solutions shall belong and be the absolute property of the Company.

Intellectual Property Rights shall include but are not limited to all business development, improvement or enhancement ideas that you may have for the Company, designs, animations, games, inventions, patent or other designation copyright work, know-how, trade mark, trade name, logo or get-up created by you whether acting alone or together with another individual whether or not an employee of the Company.

7. Non disclosure on Termination of Employment:

Upon termination of your employment with the company you shall be required to: Immediately return to company, as the case may be, or destroy (if so requested by the company, as the case may be) all documents, papers, files, compilations (bound or unbound), floppy discs or any other electronic media containing the Confidential

Information or any other material and medium containing the or reflecting or generated from any Confidential Information;

Corporate Office: Thinkapps Solutions Pvt. Ltd. Office # 1003 Ashok Heights, Off Parsi Panchayat Road, Nicholas 2 Wadi, Andheri East, Mumbai 400069

Tel: 022-32085026 / 9769660799, Fax : 022-26833993



Not use or disclose to any person any Confidential Information; and Use your reasonable efforts to prevent the disclosure of any Confidential Information

The consequences of violating the requirements of clauses mentioned herein which may extend up to ThinkAPPS Solutions taking suitable disciplinary and/or legal action in accordance with the laws of India.

If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to HR, duly affixing your full signature on the last page and initials on the remaining pages.

8. Data Security and Password Protection:

While working you will be handling good amount of data & information pertaining to our clients and projects. We will be also handling the tools which are protected by passwords. You would guarantee the safety and protection of that data and password.

9. Asset protection efforts:

You would act like owner of the company assets as far as handling and care is concerned. All the assets of the ThinkAPPS Solutions command high attention from you. You would promote cost consciousness amongst peers and would guard against any threat to assets.

10. Work Timings

Your Work Timings shall be as per the Client working hours requirement.

11. Provident Fund

You are eligible for Provident Fund. The Employer PF contribution is included in your CTC.

For ThinkAPPS Solutions Pvt Ltd

Accepted

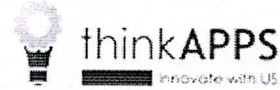
**Ms. Divya Nair
(Human resources)**

Mr Ashapak Mulla

ANNEXURE

Corporate Office: Thinkapps Solutions Pvt. Ltd. Office # 1003 Ashok Heights, Off Parsi Panchayat Road, Nicholas Wadi, Andheri East, Mumbai 400069

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Name : Mr Ashapak Mulla

Designation : Desktop Engineer

Components	Monthly (Amount in INR)	Yearly (Amount in INR)
Basic	13426	161112
HRA	1419	17028
Bonus	1118	13416
Gross Salary (A)	15963	191556

Employer Contributions		
PF @ 12% on Basic (Rs. 15000 cap)	1611	19332
PF Admin Charges - To Government	134	1608
ESI @ 3.25% on Gross (If Applicable)	519	6228
Employer LWF	6	72
Sub Total (B)	2270	27240

CTC (A+B)	18233	218796
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Employee Contributions		
PF @ 12% on Basic (Rs. 15000 cap)	1611	19332
ESI @ 0.75% on Gross (If Applicable)	120	1440
Term Life Insurance	32	384
Professional Tax	200	2400
Employee LWF	0	0
Sub Total (C)	1963	23556

Net Salary (A-C)	14000	168000
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Note:

- Net Salary is subject to Income Tax deductions as per applicable Law(s)
- You will either be eligible for ESI benefits or Workmen Compensation benefits depending on your gross salary (Gross Salary < INR 21000 = ESI or otherwise)
- Salary structure is subject to change as per changes in Minimum Wages by government. Changes will be informed prior to salary disbursement.

MS

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