

23-Feb-2022

Dear Mr. Prabhat Pandey

(identity: pandeyprabhat206@gmail.com)

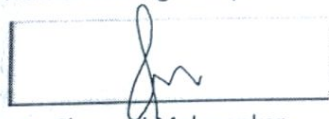
OFFER LETTER FOR THE POSITION OF FULL STACK ENGINEER

We are delighted to appoint you as a **Full Stack Software Development Engineer-Jr, Kennect Technologies Pvt Ltd**. You will be based at our Kanjurmarg office- 715, Shamji damji business galleria, Kanjurmarg West, 400078

We are pleased to offer you employment on terms detailed below:

1. Your appointment shall be effective from **01st March 2022**. You will be on probation for your employment with us from March 01st 2022. Please refer to Annexure B for your compensation details.
3. Upon successful completion of probationary period, you will be considered to be in a permanent position for unlimited time and your cost to the company (CTC) from thereon will be **INR 5,04,000** per annum. Confirmation of which will be predicated on your performance in the probation period. Please be informed that a variable payment of up to **INR 1,00,000/-** is available which is predicated on an outstanding work (beyond expectation) contribution during your probation period.
4. The normal weekly working days are from Monday to Saturday (10:00 A.M. to 07:30 P.M)
5. Job responsibilities have already been discussed with you and detailed responsibilities will further be explained on your joining. The company however reserves its right to assign other duties to you. You will be reporting to Mr. Omkar Dusane during this employment, you agree to treat all the company information, data, strategic information, software repositories as confidential and not to use them for any purposes personal or external to the company. All the product of work produced by you will be the sole property of the company, you will not have any authority or royalty over the work products which include software and lines of code written in any of the company owned repositories, Data accessed or produced by you or by code written by you in the company infrastructure or on company projects.
6. In case of you opting to use a personal laptop for work purpose, you shall treat all digital assets shifted on your device and work produced by you as highly confidential and shall not do any act that would compromise its security. You shall actively destroy all such assets while changing the said device.
7. The agreement may be terminated by either side without any assignment any reason whatsoever by giving **three months' notice**, although based on satisfactory handover the management at its sole discretion may relieve you in advance of the full notice period.
8. Upon termination of your employment, you shall return to the company any and all the properties belonging to the company that may be entrusted to or placed in your possession by virtue of and during the course of your employment with the company.
9. You are required to comply with all the Security standards defined by the organization as and when they are notified to you which may require you to take necessary IT security measures while programming, working or using any hardware owned by you or the company.

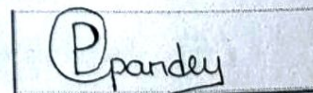
For Kennect Technologies,
Authorized Signatory



Ms. Sharvari Malgaonkar,
Talent Acquisition Specialist, Kennect Technologies Pvt Ltd

I have understood the terms and conditions & hereby accept the Employment offer letter

Dated: 24-Feb-2022



Mr. Prabhat Pandey
(identity: pandeyprabhat206@gmail.com)