OFFER LETTER

May 30th, 2025

Dear Mukul Soni,

Email – mukulsoni788@gmail.com

We are pleased to offer you the **Python Developer position** at Briskcovey Technologies. We feel that your skills and background will be valuable assets to our team. Your joining date will be **June 2nd, 2025**. During your probation period, your **CTC** will be **4.7 LPA per year.**

This offer of employment with Briskcovey Technologies is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that:

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions

2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company

3.Briskcovey Technologies is not liable for any past dues owed by you as part of the termination of any previous employment.

4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

The duration of the Probation will be 3 months. During the probation period, you will not be able to leave the firm in any condition except in approved major circumstances and with prior notice. After completion of the probation period successfully, you need to serve 1-month notice period to the organization before leaving the company. If your performance is not fulfilled to our satisfaction, we reserve the right to terminate this arrangement.

We look forward to welcoming you as a new employee in our growing family.

With regards,
Bhawana Kumari
HR Manager
Briskcovey Technologies

Compensation: The amount on offer letter is only valid when your previous documents and discussion on the time of interview in regards of your salary would align the same and proper documentation being shared with admin, there will be performance analysis every Three month on that basis we may promote your profile or payout depending on your performance levels.

Leaves: During the term of your employment, you will be eligible to accrue up to 12 Days paid leave. Any accrued but unused leaves will be carried forward to the next calendar year for a maximum of 6 days' leave with management approval. The Company will not pay out any accrued but unused leave time while you are employed or upon termination of employment. Any accrued but unused leaves shall be forfeited upon termination or resignation of your employment.

Company Policy: As an employee of the company, you will be expected to abide by Company rules and policies, as they may be interpreted, adopted, revised or deleted from time to time in the Company's sole discretion, and acknowledged in writing. In the performance of your duties, you may come in possession of information connected with the operation of the Company and financial and other matters relating to the Company's business. You are requested to hold all such information in the strictest confidence. Your employment with us is based on client selection and client continuation. Termination of your services by the management without notice would arise in the event of:

- You are being found medically unfit during a pre-medical test.
- Any contravention of the rules mentioned in standing orders.
- Any other proven misconduct as per standing orders.

You shall be governed by the rules and regulations of the organization as stipulated in the standing orders, employee handbook, or in any other manner that are currently in force or amended in future from time to time. If for a period of 3 consecutive working days you are absent without sanction of leave or overstay, you shall lose your line on your employment and shall be deemed to have abandoned employment voluntarily.

Probation Period: You will be on probation for a period of three months, which may be extended if it is found necessary. During the probationary period your engagement will be subject to termination at any time by management, without notice and without assigning any reason whatsoever. Unless it is communicated to you that you are confirmed in writing, you will be deemed to be under probation. You shall perform with diligence such duties as the position you hold and such other duties that may be assigned to you depending on the exigencies of work.

Documents: You shall be required to provide the following documents & information on the day of joining to compile the statutory and other compliance.

1. Copy of the experience and relieving letter of the last employer.

2. Salary slip / certificate of the last employer

3. Copy of PAN

4. Copy of Aadhar

5. Copy of Passport

6. Copy of certificates / degrees

7. Two (2) Passport size photographs

8. Six (6) Months of bank statements of your salary account.

9. Resignation of current company

10. If already a member of a provident fund (Pf) scheme – Pf Account, No

This offer is contingent upon a background check of clearance, reference check, and satisfactory proof of your right to work with us. You agree to assist as needed and to complete any documentation at the Company's request to meet these conditions, in case it is found to be mismatch or frauds, your employment with the company will be terminated with immediate effect.

Breaches and violations: Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspension, demotion, denial of promotion, or increments for violations of codes of conduct and company policies. In the event, if He/She retaliates to join the company after signing or accepting the offer letter the candidate shall owe the Company a penalty, which is set at a lump sum equal to six months of his/her fixed gross monthly salary. As per the Organization's norms, an employee is not allowed to put a resignation or initiate an exit request until six months after the probation period. This policy is to balance the time, budget, and everything that's been taken into account right from the hiring process to the employee onboarding and allocation into the project. An employee's resignation is considered only after completing the nine months period of working in the organization. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Please sign and date this letter and return them to me by **3rd June 2025.** if you wish to accept employment at the Company under the terms described above.

We look forward to your arrival and are confident that you will play a key role in Our company's future growth. Please let me know if you have any questions or if I can do anything to make your arrival easier.

Yours faithfully, I agree and accept the offer for **Briskcovey Technologies.**

Tanuja Saini

HR & ADMIN HEAD **Mukul Soni**

Briskcovey technologies