



Appointment Letter

Ref: IWS/Jun/HR/11539/22

Date: 1st Jun , 2022

Yogesh Chaurasiya
Village Osa Post Osa Manjhanpur Kaushambi Uttar Pradesh 212207, UP East, North, 212207

Dear Yogesh Chaurasiya

Further to your personal interview, we have great pleasure in welcoming you to the Integrated Wireless Solutions family and appointing you as Network Engineer

We believe that this position will offer you a challenging opportunity and will be professionally and personally rewarding to you.

While reporting for duty, you are requested to bring the documents, listed at Annexure A, along with you.

Your appointment is on an all-inclusive compensation package of INR Only Per Annum; detailed break-up is attached as Annexure A

This offer has been made to you, based on the information furnished by you. However, if there is any discrepancy found in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to terminate your services forthwith.

We wish you all the best in your new endeavor and look forward to your joining us on or before 1st Jun , 2022 Your base location for all official purposes would be Delhi & N.C.R. On the date of joining, please report at your project location, for further instructions.

Terms and Conditions of the Appointment:

1. Appointment:

Your appointment takes effect from the day you report for duty at our office.

2. Probation & Termination of Employment:

- You will be on probation for a period of Six months from the date of your joining the company, which may be extended or reduced at the sole discretion of the management.
- In the event of your resignation during the probation period, you will be required to give 30 days' notice in written to ensure smooth transition/hand over of duties without loss to the company.
- Post Confirmation your services may be terminated by either you or the Company by giving before 30 Days' notice in writing or payment of salary in lieu thereof.
- Provided that in the event that it is you who issue the notice of termination, the Company will be at liberty to relieve you forthwith from the date of receipt of notice or at any other date during the notice period. In such an event no salary in lieu of notice for the notice period will be payable by you to the Company. The Company may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities.
- If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice.
- Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency.
- Any breach of the Company's code of conduct or non-performance of contractual obligations may end up in termination of your service without any notice notwithstanding any other terms and conditions stipulated herein.
- You will automatically retire on attaining the age of 58 years. An extension may however, be given at the discretion of the management. You may be required to retire earlier if found to be medically unfit.
- Your employment will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your employment.

Registered Office

B 6/55, Safdarjung Enclave
New Delhi- 110029,

Corporate Office

A- 89, 1st Floor, Sector-65,
Noida, UP- 201301

+91 120 4118251

hr@iwsindia.com

www.iwsindia.com

- Working Hours :

Office will be open on all days of the week, officially we work six days a week from (Monday to Saturday) 9.30A.M to 6.30P.M (with one hour break). The working hours may be different for some of the staff depending on the areas of work and business needs.

3. Intellectual Property Rights:

All intellectual Property Rights, including but not limited to Patents, Copyrights, Designs, Trademarks developed by you during office time or using the company infrastructure, or while performing or discharging official duties, shall be the sole and exclusive property of the company and the same shall be deemed to be "work made for hire". You shall execute / sign such documents for the purpose of assigning such intellectual property, as and when required by the Company.

The company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the company.

4. ID Cards:

All staff should wear the ID Cards compulsorily.

5. Holidays:

The Company observes 10 National Holidays every year. While National Holidays being Republic Day, Independence Day and Gandhi Jayanti, the remaining are festival holidays, would be based on the project location and customer holiday list.

6. Duties And Responsibilities:

- During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the company.
- All matters related to the company shall be kept in utmost secrecy and shall be confidential.
- Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other business, during your employment with the Company, without written permission from the Company.
- The Company reserves the right to transfer, change your home location if required.
You are required to strictly maintain the secrecy of salary and ensure that you do not divulge or communicate any information regarding your remuneration/terms of employment, to any other employee of the company except to your immediate superior/head of the unit.
- You will be governed by the Company's Code of Conduct and HR related rules, which may be updated from time to time based on the overall business and statutory needs.
- You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or your superiors.
- You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

7. Medical Fitness & Verification of Particulars:

Your appointment is subject to:

- You are being declared (and remaining) medically fit by a Medical Officer or by Doctor specified by the Company.
- The Management has the right to get you medically examined by any certified medical practitioner during the period of your service.
- In case particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

This is to certify that I have gone through and understood all the terms and conditions mentioned and I hereby accept and agree to abide by them.

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Annexure - A

CTC BREAK UP

Name	Yogesh Chaurasiya	
Designation	Network Engineer	
Date Of Joining	1st Jun , 2022	
Component	Per Month	Per Annum
Basic Pay	15,375	184,500
HRA	7,687	92,244
Other Allowance	4,288	51,456
Special Pay	0	0
Leave Travel Allowance	0	0
Bonus	1,500	18,000
Medical allowances	0	0
TPT	0	0
Special Allowance	0	0
PF Employer Contribution	1,900	22,800
ESI Employer Contribution	0	0
Total CTC	30750	369000
Deductions-		
Employee contribution in PF	1,800	21,600
Net Salary	27,050	3,24,600

* The salary payments are subject to income tax and the deductions for the same would be made every month.

For Integrated Wireless Solutions Pvt. Ltd.

Accepted By



Abhilasha Awasthi
Asst. Manager - HR

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