



JMZ Technologies Private Limited

December 15, 2021

PRIVATE AND CONFIDENTIAL

Ms. Anjum Mehabub Kumnali

Emp Code: EMPSFT052

OFFER OF EMPLOYMENT

We refer to your application for employment and subsequent Interviews you had with us.

We are pleased to offer you employment with **JMZ TECHNOLOGIES PRIVATE LIMITED**, on the following terms and conditions

1. COMMENCEMENT OF EMPLOYMENT

Your employment would be effective from December 15, 2021

2. QUALIFICATION AND EXPERIENCE

Your relevant qualification considered for this position is **BE**.

3. JOB TITLE

Your job title will be **Software Developer**

REMUNERATION

Your total Stipend will be **INR 1,20,000 (One Lakh Twenty Thousand)** per annum until the probation of three months, where you will undergo training. After selection for the project your CTC will be **INR 3,50,000 (Three Lakh Fifty Thousand)** per annum. A detailed break-up of the compensation will be discussed, and will be based upon JMZ Technologies segmentation between basic and non-basic compensation structure referenced in 'Annexure'.

4. TAXATION AND OTHER DEDUCTIONS

JMZ TECHNOLOGIES PRIVATE LIMITED shall withhold the appropriate amount of Indian Income taxes from the salary paid to you. You shall be responsible for filing your personal returns and for complying with other requirements under the India tax laws. JMZ TECHNOLOGIES PRIVATE LIMITED shall also be entitled to deduct any other sums as may be recoverable from you time to time.

5. HOURS OF WORK

You are required to work for a total of 45 hours per week.

6. EARNED LEAVE

You will be eligible for annual earned leave per JMZ TECHNOLOGIES PRIVATE LIMITED Paid Time Off practice that will be accrued on a monthly basis. Employees continue to earn leave until their balance reaches 30 days.



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7. PLACE OF WORK

You will report into the JMZ TECHNOLOGIES PRIVATE LIMITED, Shruti Building, #243, 9th Main Rd, 1st Block, HRBR Layout, Kalyannagar, Bangalore India 560043. JMZ TECHNOLOGIES PRIVATE LIMITED may, at any point of time, in its sole discretion, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad. In such event, the terms and conditions governing your service shall be those applicable at the location of transfer or those applicable to employees of such subsidiaries or affiliates as the case may be.

JMZ TECHNOLOGIES PRIVATE LIMITED may also depute you to any work, or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom JMZ TECHNOLOGIES PRIVATE LIMITED may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

8. NON-COMPETITION AGREEMENT

The Employee warrants that he or she has no potential financial or other conflicts of interest in performing services, except those already disclosed to JMZ. Following the termination of the Agreement, the Employee is obliged to maintain confidentiality of JMZ's proprietary and business information forever. Further, the Employee undertakes that for period of Two (2) years following the termination of this Agreement he or she will not enter the employment of, or render any services to, any person, for any firm, corporation or on his or her own account for any business competitive with the business of JMZ or of any of its subsidiaries or affiliates.

9. NOTICE PERIOD

You will be required to give one months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. In the event you have an incomplete assignment, JMZ TECHNOLOGIES PRIVATE LIMITED will have the discretion to relieve you only at the end of the one month notice period. Similarly the Company can terminate your services by giving one months' notice or salary thereof. JMZ TECHNOLOGIES PRIVATE LIMITED reserves the right, however, to terminate your employment for disciplinary reasons at any time without notice or payment in lieu thereof.

10. GENERAL PROVISIONS

As an employee in the full time employment of the Company, you will be obliged to devote your entire time, attention and effort to the furtherance of JMZ TECHNOLOGIES business, and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself or devote your time or attention to any employment, business or position of monetary interest, other than that of the Company.

You will keep us informed of any change in your residential address, your family status or any other personal particulars relevant to your employment.

In addition to the terms and conditions of employment specifically stated herein, you shall be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended or modified by JMZ TECHNOLOGIES PRIVATE LIMITED from time to time. Statutory laws enacted by Central or State Government or local authorities will also govern you as may be applicable to you from time to time.



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In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a court in Bangalore.

The terms of this offer detailed above are strictly confidential and should be treated as privileged Information between you and the Company. You are expected to maintain such Information appropriately.

11. DOCUMENTS/TESTIMONIALS

Please note all documents/testimonials submitted to JMZ TECHNOLOGIES will be verified as per our background verification process. Any omissions or misrepresentation of any facts will result in the termination of your employment.

12. ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter for my attention within two days from the date of this letter.

This letter may not be modified or amended except by a written agreement, signed by an officer of JMZ TECHNOLOGIES and by you. Your employment with JMZ TECHNOLOGIES is for no specified period and constitutes at will employment.

13. CONCLUSION

We hope you find this offer to be a satisfactory basis for joining JMZ TECHNOLOGIES. We at JMZ TECHNOLOGIES are greatly impressed by your calibre and special skills. We have great hopes of your ability to help us build an even more successful enterprise, while developing an excellent career for yourself.

We look forward to receiving your acceptance and to working with you in the development of the Company, and seeking ways for you to secure the necessary stimulation and advancement. If you have any questions, please do not hesitate to call us.

We welcome you to the JMZ TECHNOLOGIES family and wish you a rewarding career over the years to come.

Yours sincerely,

JMZ TECHNOLOGIES PRIVATE LIMITED, Date:



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ACCEPTANCE OF EMPLOYEE

To: JMZ TECHNOLOGIES PRIVATE LIMITED

I -----, have read and understood the above Offer Letter and Compensation Package relating to my services and employment with JMZ TECHNOLOGIES PRIVATE LIMITED and the same is acceptable to me. I will join on December 15, 2021.

Employee name, Signature

Place: _____

Date: _____



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Annexure

New Hire's Name	Ms. Anjum Mehabub Kumnali			Total CTC
Designation	Software Developer			INR 1,20,000
Particulars	Frequency	Ratio (%)	Monthly	Annual
			(INR)	(INR)
Basic Salary	Monthly	50%	5,000.00	60,000.00
House Rent Allowance	Monthly	40%	2,000.00	24,000.00
Conveyance Allowance	Monthly	Fixed	2,312.50	27,750.00
ESI	Monthly	Fixed	87.50	1,050.00
PF	Monthly	12% Basic	600.00	7,200.00
Total			10,000.00	1,20,000.00

Note: The employee & employer PF contribution are deposited every month with Government PF authorities as per rules. These amounts are paid to employee at retirement. In case of employee leaving the Company earlier, the PF amount can be withdrawn or transferred to next employer as per PF rules

INTENT LETTER

Date: 22 July 2020

Name: Anjum. Mehbub. Kumnali**Address: Belgaum****Re: Intent Dear: Anjum. Mehbub. Kumnali**

On behalf of OperaSpace Software Solutions, I am pleased to extend to you this offer of employment as an Intern, reporting to.

If you accept this offer, you will begin your intern with the Company on 3rd Aug 2020 and will be expected to work on live projects. As an intern you will be receive “temporary employment” status. As a temporary employee, you will be paid on your performance base but will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company’s 401(k) plan.

Your intern is expected to end the projects. However, your intern with the Company is “at-will,” which means that either you or the Company may terminate your intern at any time, with or without cause and with or without notice. During your employment, you have no access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your intern, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. You are paying free for the training & not for any reason regarding employment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to HR Manager.

NOW, THEREFORE, based on the above premises and in consideration of the covenants and agreements contained herein, and intending to be legally bound, the parties agree hereto as follows:

1. AGREEMENT TERM

The term of this Agreement shall be for the period 2 Months, commencing as of the date of this Agreement.

2. RULES & REGULATION

- A. This Agreement shall not constitute any partnership, joint venture or agency relationship between the parties hereto. The parties shall be considered independent contractors.
- B. The headings in this Agreement are for convenience of reference only and shall not have any substantive effect.
- C. Absenteeism of training & no response to mail will leads to termination and no refund activity will be entertained.
- D. No waiver of any right under or breach of this Agreement shall be effective unless it is in writing and signed by the party to be charged.
- E. The party should mention their Transaction ID/ Payment ID at time of payment.
- F. **Step1:** Submitting of Agreement with Transaction ID/ Payment ID. **Step 2:** Issue of Intent Letter.at Time of Training **Step 3:** Issue of Offer Letter & Appointment Letter.
- G. All notices shall be in limited to, email or Address to be received by the party intended to receive notice, to the parties at the following addresses:

Candidate Address:
[anjumkumnali33@gmail.com]

Transaction ID:
[_____]

Company Email Address:
hr@operaspace.net

3. GOVERNING LAW

This Agreement shall be governed by, and construed under, the laws of **Companies Act 2013** passed by the Parliament.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

Title_____

I accept employment with the Company on the terms and conditions set out in this letter.

Name:

Signature

Date: