



Appointment Letter

Date:26th Mar 2022

Dear Ashish Shivsharan Mashal,

This is in reference to your application and the subsequent discussions you had with us in connection with your employment with our Company. Based on your representations and warranties as well as the information and documents submitted by You, in support of your application, the Management is pleased to offer you the opportunity on the following terms and conditions contained in this letter.

You are being appointed as an **Apprentice Engineer**. The joining date is on **26th March 2022**. Your employment will be reporting to the **Mumbai office** of the Company.

You are entitled to a CTC (Cost to Company) of fixed component INR **3,50,000 Lakhs ONLY** per year and a performance-based variable Bonus of up to **INR 50,000** in a year effective from the Start Date (Based on Terms & Condition agreed)

You shall be on probation for a period of 6 (six) months from the date of commencement of employment ("Probationary Period"). Your appointment will be confirmed subject to satisfactory work performance and conduct after the Probationary Period. The Company may at its discretion, upward revise the Probationary Period, if need be, and such revised period shall be binding upon you. You shall not be eligible for any leave during probation.

You acknowledge and agree that the Company has till date invested a significant amount of time and effort towards developing your technical expertise and skills in the field of software development. Accordingly, You agree and undertake that the Employee shall hold the office for a period of at least 12 Months (1 Year) This ("**Lock-In period**") unless terminated by the Company for reasons stated in Annexure – A attached hereto. The Employee agrees that in case of breach of Lock-In Period restrictions, he/she shall be liable to pay to the Company an amount equivalent to Rs. **1,00,000/-** (Rupees One Lakhs Only) upon his/her termination of the employment prior to the expiry of the Lock-In period.

The appointment to the aforesaid position shall be subject to the terms and conditions as are enumerated in the **Annexure**. You are expected to read and acknowledge the Annexure. You are also expected to go through the BridgeLabz Employee Handbook. Both of which may be updated from time to time.





Please sign and return the duplicate copy of this **Appointment Letter** as a token that you have accepted the above terms and conditions as well as have understood your roles and responsibilities as an Employee at **BridgeLabz Solutions Pvt Ltd.**

Wish you all the very best!

Thank You.

For BridgeLabz Solutions Pvt Ltd.



A handwritten signature in black ink, appearing to be 'S. Anand'.

Acknowledgement by Employee

Annexure - Employee Handbook

I acknowledge that I have read this Annexure to the Appointment Letter and agree to abide by the Terms and Conditions of the Employment as given therein. I understand the Annexure is subject to change as per company policies from time to time.

I declare that all the KYC documents submitted by me are true and verified. I also confirm, I have obtained a degree in Computer Engineering from SPPU, Pune University which is a recognized qualification and is valid and subsisting during the period of employment with the Company.

Acknowledgment by Employee

Name : **Ashish Shivsharan Mashal**

Phone No: 8380805787

Email Id : ashishmashal5@gmail.com

Signature : 