

<https://maddyenterprises.group>
Add: 7th Floor, KLJ NoidaOne, B 8,
Block B, Industrial Area, Sector 62,
Noida, Uttar Pradesh 201309



MADDY SINGH
ENTREPRENEUR & DIRECTOR
Email : maddyenterprises@protonmail.com

Sept 25th, 2020

Mr. Priyesh Ranjan

Address – Postal Park, Indira Nagar, Patna, India.

I. Position

© Maddy Enterprises Group Ltd.

Ecommerce Specialist : Website Developer/Designer (Senior Project Manager)

Your title will be Website Developer/Designer (Senior Project Manager), and you will report to the Company's Ceo Directly.

Work Schedule

This is a full time or part time as per work requirement position requiring approximately 40 hours per week for full time and 20 hours per week for part time. Your regular weekly schedule will be **Tuesdays to Sundays with 1 weekly offs on Mondays**. For remote work options and flexible hours, company may share the information with you as per the work requirements.

Employment Relationship

Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you).

II. Cash Compensation

Salary

The Company will pay you a starting salary at the rate of **INR 2,88,000 per year (24,000/m)**, payable in accordance with the Company's standard payroll schedule, beginning from **Date of Joining 25th of Sept. 2020** and you will **receive your salary payout on 5th of every month**. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect at the time.

Tax Withholding

All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

Tax Advice

You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

III. Bonus potential

In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on objective or subjective criteria established by the Company's Chief Executive Officer and approved by the Company's Board of Directors. Your target bonus will be equal to [%] of your annual base salary. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. **Any bonus for a fiscal year will be paid every year's march month** after the close of that fiscal year, but only if you are still employed by the Company at the time of payment. The determinations of the Company's Board of Directors with respect to your bonus will be final and binding.

IV. Employee benefits

As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits.

The Company offers a comprehensive employee benefits program, including:

Flexible Hours

You will be eligible for work-from-home day as per our company timely requirements. This will be shared with you whenever required by our company. You can also occasionally adjust your daily working schedule upon ceo's approval, should you have any personal commitments.

Vacation Policy

You will be eligible for full 30 days of paid vacation every december month. Paid time off is additional to sick days, bank holidays and days that the company does not operate.

Health and Dental Insurance

As all Company employees, you will be eligible for the health and dental insurance plan we provide. Specific terms and conditions may change upon vendor's decision.

Remote Work

You will be eligible for work-from-home day as per our company timely requirements. This will be shared with you whenever required by our company. You can also occasionally adjust your daily working schedule upon ceo's approval, should you have any personal commitments.

Training

As part of our professional development initiative for all employees, you will be eligible for an annual training budget. You can use this for educational materials, including books, subscriptions to online courses, tickets to conferences and workshops or other resources, upon managerial approval. You're also eligible for tuition fee reimbursement, upon HR department's approval.

V. Privacy and confidentiality agreements

Privacy Agreement

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Conflict of Interest Policy

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company (e.g. freelance coding work for our competitor.) By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Proprietary Information and Inventions Agreement

Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

VI. Termination conditions

The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

VII. Interpretation, Amendment and Enforcement

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement within 7days. Upon your acceptance of this employment offer,

Maddy Enterprises Ltd will provide you with the necessary paperwork and instructions.

Sincerely,
from
Maddy Singh
Entrepreneur
Maddy Enterprises Ltd

Signatures:

Sent 25th 2020

maddy singh

Company Head(Sign)

Date :

Applicant (Sign)

Date :

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