

Date: 01st Dec 2025

Name: Rakshit Sarang

Contact no. 8422959174

Email : rakshitsarang@yahoo.com

Subject: Letter of Appointment

Dear **Rakshit Sarang**

We are pleased to inform you that you have been selected for the position of “**EUS Engineer L1**” at Sysnet Global Technologies (P) Ltd. We are confident that your skills and experience will be valuable assets to our organization. We look forward to your contribution toward our continued growth and success.

The terms and conditions of your appointment are as follows:

1. Designation: **EUS Engineer L1**
2. Location: **Mumbai**
3. Compensation: As per the details mentioned in the salary annexure.
4. Date of Joining: **15th Dec 2025**

You will report to **Mr. Sankar Ganesh**. The management reserves the right to transfer your services to any of our offices or group companies in India or abroad, as per business needs.

Probation and Confirmation: You will be on probation for a period of six months from your date of joining. This may be extended at the management’s discretion. During probation, employment may be terminated by either party with **90 days’** notice or salary in lieu thereof. Upon successful completion of probation, you will be confirmed in writing.

Notice Period and Termination: After confirmation or completion of the probation period, your employment may be terminated by either party by serving the applicable notice period or by paying salary in lieu thereof. However, immediate termination without notice may occur in cases of misconduct, non-compliance, falsification of information, or violation of company policies.

Remuneration: Your compensation includes fixed and variable components as per the company’s compensation structure.

Working Hours, Holidays, and Leaves: You are expected to follow company working hours, holiday schedules, and leave policies as per the Employee Handbook.

Company Policies and Conduct: You are required to comply with all company policies, procedures, and ethical standards, including the Code of Conduct, Anti-Bribery, and Whistleblower policies. Violation of these may attract disciplinary action.

POSH (Prevention of Sexual Harassment): Sysnet Global Technologies maintains a zero-tolerance policy towards sexual harassment at the workplace. You are expected to uphold the company’s POSH policy and participate in mandatory awareness programs.

Confidentiality and Data Protection: You must maintain the confidentiality of all sensitive business and client-related information. All data access must comply with the company's Data Protection and IT Usage Policy. This obligation continues even after cessation of employment.

Intellectual Property Rights: Any work, design, or invention created by you during employment shall remain the sole property of the company.

Non-Solicitation and Non-Compete: You shall not solicit the company's clients, employees, or partners during employment or for six months after leaving the organization.

Retirement: You will retire from the services of the company upon attaining the age of 60 years.

Gratuity: Gratuity will be paid as per the Payment of Gratuity Act, 1972, upon eligibility.

Severability: If any clause in this appointment is found invalid, other clauses shall remain enforceable.

Background Verification: Your appointment is subject to satisfactory background verification. In case any information, document, or declaration provided by you is found to be false, misleading, or incomplete at any stage, or if the background verification results are found to be unsatisfactory, the company reserves the right to take immediate disciplinary or legal action, including termination of employment without notice or compensation.

Other Conditions: This appointment is subject to reference checks, medical clearance, and submission of relieving documents from your previous employer. All employment details are confidential.

Legal Jurisdiction: All legal matters shall be subject to the jurisdiction of courts in Delhi.

Please return a signed copy of this letter as confirmation of your acceptance of the offer and terms. We welcome you to the Sysnet family and look forward to your valuable contribution.

With best regards,

For Sysnet Global Technologies (P) Ltd.

(This is a system-generated letter and does not require a physical signature.)

DECLARATION BY CANDIDATE

I, [Employee Name], accept the appointment as [Designation] on the terms and conditions mentioned in this letter and agree to abide by the rules and policies of the company.

Signature: _____

Name: _____

Date: _____

Remuneration Structure

Employee Name: Rakshit Sarang

State: Maharashtra

Salary Components	Amount Per Month	Amount Per Annum
Basic	21,038	2,52,456
HRA	7,550	90,600
Bonus		-
Total Earning (A)	28,588	3,43,056
PF	1,800	21,600
ESIC	-	-
Labour welfare fund	-	-
Professional Tax	200	2,400
Welfare Fund	210	2,525
Employee Contribution (B)	2,210	26,525
Net Pay (A-B)	26,378	3,16,531
PF	1,800	21,600
Labour welfare fund	-	-
Bonus		
ESIC	-	-
Employer Contribution (C)	1,800	21,600
Fixed CTC (A+C)	30,388	3,64,656
Gratuity	1,012	12,144
Medical	315	3,780
Total Cost	31400	3,76,800
Net in hand	26063	3,12,751

Accepted & Received

Signature & Name