

**APPOINTMENT LETTER**

Dear Bibhupratap Khilar,

We have pleasure in appointing you as Data Analyst in SOMNIATE SOFTWARE SOLUTIONS PVT. LTD., effective from 19.06.2023, on the following terms and conditions:

1. You will be entitled to a Salary of Rs. 8000/- per month and other benefits as applicable to your category of employees.
2. Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her.
3. It is expected that you will discharge your assigned responsibilities with High Standard of Performance, Quality, Integrity and Discipline.
4. Your initial placement will be at "Bhubaneswar, Odisha". However, your services are transferable to any Section/Department, Location, Office, Associate or Sister Concern or Subsidiary at any place in India or Abroad, whether existing today or which may come up in future, at any time at the sole discretion of Management. In such case, you will be governed by the terms and conditions of services applicable to New Placement/Location.
5. You will be on probation for a period of Three months from the date of joining which may be extended for such terms as may be considered appropriate by the Management. Upon satisfactory completion of your probation, your services will be confirmed by written order with the Company.
6. During the probation period and any extension thereof, your services may be terminated by either side by giving one-week (7 days) notice or salary in lieu thereof. However, on confirmation, this contract can be terminated by either side by giving one-month notice or salary in lieu thereof.

**Somniate Software Solutions Pvt. Ltd.**

Plot No-1477/14754, Satya Vihar, Rasulgarh, Bhubaneswar-751010

CIN No.: U72200OR2014PTC018244, Website : [www.somniate.com](http://www.somniate.com)

Upon termination of employment, you will return all the properties of the Company which may be in your possession to your Departmental Head. It would be obligatory on your part to get a proper relieving letter from the Management before your services are deemed to be concluded.

7. Your appointment in the company is full time and you shall, while in the services of the Company, devote your full time and attention exclusively for the Company's Work and Responsibilities assigned to you. You shall not engage in any other commercial /business pursuit, either part time or otherwise, for any monetary gains. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.
8. You will not divulge or give public any information related to any aspect of the company to anyone not employed by the company, indulging in such activity shall render your services liable for termination without any notice or payment in lieu thereof.
9. You shall be obliged to follow the work processes, technical standard, protocols and general instructions issued thereof, and service rules of the Company as in force and/or amended from time to time.
10. Your appointment is subject to your being medically sound and remaining medically (physically and mentally) fit. In case at any particular point of time you are found medically unfit during your services, your services would be liable for termination without any notice or payment in lieu thereof.
11. You shall obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

12. The Company may terminate your appointment with immediate effect if you are found guilty of any fraud or dishonesty or convicted of any criminal offence resulting in imprisonment of not less than six months or acted in a manner which, in the opinion of the Company acting reasonably, brings or is likely to bring you or the Company into disrepute or is materially adverse to the interests of the Company.

13. If any information furnished or declaration given by you in regard to your employment to the Company is found to be false or any material information wilfully suppressed, your appointment would be liable for termination without any notice or compensation.

14. During less work or no work, management may terminate your job with 7 days' notice without any salary or compensation thereof. You would get the salary for the period you have worked in the office excluding the notice period.

15. Your engagement with the Company is governed by and shall be construed and interpreted in accordance with the laws of India and your engagement shall be subject to the jurisdiction of the Courts of Bhubaneswar, India.

You are requested to sign this letter signifying your acceptance of the same for our records.

For Somniate Software Solutions Pvt. Ltd.

*Pranab Kumar Mishra*

Managing Director

Somniate Software Solutions Pvt. Ltd.

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Date: - 19/06/2023

*Bibhupatrapati Khilari*  
(Signature of Applicant)

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