

Offer Letter

Ref: A1/HR/OL/2023/77

Date:10-07-2023

Dear Mr.Niraj Kumar,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a role of **GET** in Band **1A**. You would currently be reporting to the **Assistant Manager - HO-Mumbai** at A-1 Fence.

The date of your joining will be considered from 17th July 2023. You will be posted at **HO-Mumbai**.

Your Total Gross Salary as applicable has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with A-1 Fence. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Welcome to A-1 Fence. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.



Authorised Signatory

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the annexure to the same.

MR. NIRAJ KUMAR
(Candidate's name in capital letters)

(Signature of the Candidate)

Date:



Location

Annexure to your Offer of Employment[A1/HR/OL/2023/77] as GET in Band 1A

Welcome to A-1 Fence!

Presented here are the details that refer to our offer of employment to you in the role of **GET in Band 1A**.

1. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a minimum period of 12 months. If your services are not found satisfactory during this period, the probation period may be extended further. The management can terminate the services during the probation period or after getting confirmed by giving you 1 month notice or salary in lieu thereof.

2. Leave Eligibility:

You will be eligible for leaves as per Company policy.

3. Compensation and benefits:

Your remuneration will be in two parts - fixed and retention bonus.

The fixed compensation will be **INR 300000 Per Annum**. You will also be entitled for a retention bonus of **INR 30000 Per Annum** over and above your fixed compensation which shall be disbursed in two installments after successful completion of 1 year. The details of the disbursement are as follows:

1. Retention Bonus 1st installment of **INR 15000** shall be payable after 12 months from date of joining
2. Retention Bonus 2nd installment of **INR 15000** shall be payable after 15 months from date of joining

You will not be eligible for a retention bonus in case of resignation/termination from services or serving notice period within 12 months from the date of joining or before the disbursement of the last installment of retention bonus.

The detailed break-up of the salary is given in **Annexure-1**. Please note that statutory deductions like **Professional Tax, PF and Income Tax** would be applicable (if any). The appraisal cycle of the company is 1st April to 31st March.

4. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with One month notice or salary thereof. During probation or on confirmation as a regular employee, you will be required to give one month notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the Three month notice period. Similarly, the Company can terminate your services by giving you one month notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

5. Transfer:

Your services can be transferred to any of our factories/ offices situated anywhere in India or abroad. At such time, the compensation applicable to a specific location will be payable to you.

6. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date





to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment. When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

7. Other Terms & Conditions:

You agree not to undertake employment, whether full -time or part-time, as the Director / Partner / Member / Employee of any other organization or entity engaged in any form of business activity without the consent of A-1 Fence. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You will maintain during the period of your employment and thereafter complete secrecy with regard to Company's affairs and shall not disclose the Company trade secrets or any information regarding the Company's activities to any person or persons. In this regard, you need to sign a **Non-Compete Agreement** with the organization.

Post acceptance of employment offer from your end; Company reserves the rights to withdraw the employment offer anytime before your joining ; without any compensation payable to you.

Please submit 2 passport size photographs, Passport, photo copies of PAN Card, Ration Card, Voter ID, Driving License and your Educational as well as previous Employment Certificates along with the salary slips for the last 3 months within 7 days of accepting this offer letter.

In A-1 Fence, there are policies that are linked to performance management, career growth and annual compensation review of an employee, these policies will be applicable to you. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits are as per the Company policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete Agreement".

Note: The offer is subject to all clearance by a third party background check.

Welcome to the A-1 Fence family.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.

A handwritten signature in blue ink, appearing to read 'Agha', is written over a horizontal line.

Authorised Signatory



ANNEXURE – 1

Detailed Salary breakup is as below –

Particulars	Monthly	Annually
Basic	15,000	180,000
HRA	750	9,000
Children Education Allowance	500	6,000
LTA	1,500	18,000
Food Allowance	2,600	31,200
Special Allowance	1,601	19,206
A. Total Amount	21,951	263,406
B. Monthly Entitlement	-	
PF Co's contribution	1,800	21,600
Total Monthly entitlement	1,800	21,600
C. Annual Entitlements		
Bonus @ 8.33%	1,250	14,994
D. Total CTC (A+B+C)	25,000	300,000
E. Deductions	-	
PF Employee Contribution	1,800	21,600
PT	200	2500
Total Deduction	2,000	24,100
Take Home Salary (A- E)	19,942	239,306

***Bonus - INR 14,994 PA**

Other Benefits:

- 1. Group Personal Accident Policy**
- 2. Group Mediclaim Insurance Policy**
- 3. Gratuity is applicable as per Provisions of Payment of Gratuity Act 1972**

For A-1 Fence Products Company Pvt. Ltd.



Authorised Signatory



Offer Letter

Ref: A1/HR/OL/2023/78

Date:10-07-2023

Dear Mr.Shantanu Dhomane,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a role of **GET** in Band **1A**. You would currently be reporting to the **Assistant Manager - HO-Mumbai** at A-1 Fence.

The date of your joining will be considered from 17th July 2023. You will be posted at **HO-Mumbai**.

Your Total Gross Salary as applicable has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with A-1 Fence. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Welcome to A-1 Fence. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.



Authorised Signatory

I have read, understood and agreed to the terms and conditions as set forth in this offer letter and the annexure to the same.

MR. SHANTANU DHOMANE
(Candidate's name in capital letters)

(Signature of the Candidate)

Date:

Location



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6. Background Checks:

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Note: The offer is subject to all clearance by a third party background check.

Welcome to the A-1 Fence family.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.

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Authorised Signatory



ANNEXURE – 1

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B. Monthly Entitlement	-	
PF Co's contribution	1,800	21,600
Total Monthly entitlement	1,800	21,600
C. Annual Entitlements		
Bonus @ 8.33%	1,250	14,994
D. Total CTC (A+B+C)	25,000	300,000
E. Deductions	-	
PF Employee Contribution	1,800	21,600
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Total Deduction	2,000	24,100
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***Bonus - INR 14,994 PA**

Other Benefits:

- 1. Group Personal Accident Policy**
- 2. Group Mediclaim Insurance Policy**
- 3. Gratuity is applicable as per Provisions of Payment of Gratuity Act 1972**

For A-1 Fence Products Company Pvt. Ltd.



Authorised Signatory





A- 1 Fence Products Company Pvt. Ltd.

Corporate Identify No. U28990 MH2009 PTC 192329/2009-10

Corporate Office: .21,Raju Industrial Estate,Near Dahisar Check Naka, Dahisar
(E),Mumbai 401-104 Tel.: 022-2845 7540, 2843 7Z52 •Fax : +91-22-2845- 5014• E-mail:

sales@a1fenceproducts.com

Website : www.a1fenceproducts.com

PERIMETER
SECURITY
SOLUTIONS

A-1 Fence Products Company Pvt. Ltd. - Fence and Fence-ability

Ref: A1/HR/OL/2023/26

Date: 12/02/2023

Sub: Offer Letter

To
Armaan Memon,

Congratulations!
Welcome to A-1 Fence!

Post the assessment, we are pleased to offer you an opportunity as an Intern for 6 months duration. You need to report on **1st February, 2023.**

You will be paid a monthly stipend of Rs. 5,000/- and 15,000 will be paid quarterly on the basis of performance. The responsibilities and scope of work will be provided to you once you join the company.

You will maintain during the subsistence of your internship and thereafter complete secrecy with regard to Company's affairs/data and shall not disclose the Company trade secrets or any information regarding the Company's activities to any person or persons/entities outside the organization. If at any time, in the opinion of the Company (which opinion shall be final and binding on you) you are found guilty of dishonesty, disloyalty, disobedience, disorderly behavior, negligence, indiscipline or of any other conduct considered by us to be detrimental to the interests of the Company, your services may be terminated without any notice and without payment of any compensation in lieu thereof.

You are not allowed to undertake any other assignment apart from the said responsibilities with A-1 Fence Products Co. Pvt. Ltd. without initiating the Manager and the Management.

Kindly acknowledge duplicate of this OFFER LETTER as a token of your acceptance towards the terms and conditions.

Wish you all the very best.

Looking forward to have a mutually learning and engaging journey.

For A-1 Fence Products Company Pvt. Ltd.



Authorised Signatory

Works : Unit I : 35-36, Athal Industrial Estate, Athal, SILVASSA (D & NH) - 396 230. • Tel. : 0260 - 3292809
Unit IT . Behind Soniwadi, Vankas Sub-Station Road, Sanjan, Dist. Valsad-396150, GUJARAT. • Tel.:
0260-2575766 Unit III : I.G.C., SIDCO, Phase II, Samba, Jammu and Kashmir - 184 12 I . • Mob.: 0705 152 176 I
Unit IV : Plot No. 47, Ajivali, Vavoshi, Pen—Khopoli Road, Tal: Khalapur, Dist. Raigad, MS-410 210. • Tel.: 02192-278
199



Date:29.08. 2023.

To,
Mr. Ankit Tripathi
A-101, Vaibhav Kutir BLFG No-3,
Agashi Road, Behind Central Park,
Gokul Township, Virar West
Mobile: 7559351112.

Sub: Letter Of Appointment for the Post of: Jr. IT Engineer

Dear, Ankit Tripathi

We have pleasure in appointing you as **Jr. IT Engineer** in our Company on the under mentioned.

Terms & Conditions:

- 1) Your initial period of probation shall be of **minimum 6 months**, with effect from **the date of appointment letter**. The said period can be extended for a further period as the Management may deem fit and you will be informed in writing to that effect.
- 2) You will be paid a CTC **Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand Only.)**[Less legal Deductions Per IT Act & Others as Applicable] per year. Revision in your salary in future will be at the sole discretion of the Management based on your performance.
- 3) You will join the services of the Company not later than **1st September 2023** at Vasai.
- 4) You shall perform all duties that you may be required to perform and shall also perform such other duties as may be assigned to you by your superiors from time to time.
- 5) You shall work conscientiously, loyally and faithfully to the best of your ability and shall safeguard the interest of the Company at all time.
- 6) Upon termination of your employment you will return to the Company all tools, papers, documents, any forms of data and other articles and copies thereof belonging to the Company, which may, at any time, be in your possession.
- 7) You shall not use reveal, disclose or publish information that is likely to go against the interest of the Company, during or after complying with necessary relieving formalities.
- 8) If you are absent without permission for more than 3 days, it will be assumed that you have abandoned your duties and your employment with the Company will automatically stand terminated.
- 9) At the end of the initial period of your probation, it will remain extended unless otherwise informed in writing by the Company Management of its decision to confirm you as a permanent employee.
- 10) You are to abide by the Company rules and regulations in force from time to time.
- 11) Increment of salary will be depending on your performance and your senior reports.



- 12) After committed period for two year , Due to any reason, if you want to resign, you have to submit notice period of Min ninety working days before leaving organization.
- 13) From the date of your resignation, you should not take any leave till completion of projects / responsibility assigned by company.

Declaration

I, hereby agree with all my wish & concern for submitting xerox documents to the concern authority for minimum tenure of two years , of my employee service.

The documents enclosed are .

1. Original marksheets: 10th SSC MARKSHEET - 1
2. Xerox Copy of Aadhar – 1
3. Xerox Copy of PAN Card – 1
4. Online Printout of BE 8th Semester - 1

I also hereby solemnly declare that the above information is correct to best of my knowledge and nothing has been concealed and distorted, if at any stage /time I found to have concealed/distorted any material information, then my appointment shall be liable to summarily terminated.

We welcome you to join our Management team and wish you success.

Yours faithfully,

For GRUPS AUTOMATION



AUTHORIZED SIGNATURE.

EMPLOYEE SIGNATURE

Mr. Ankit Tripathi



Offer Letter

Issued on: 13th August 2022

Dear Ubaidullah Ansari,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo,
- Scan copy of your College ID Card,
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : PAN India

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,



Srinivas Gurralla
Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solutions

49, 1st Cross, 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068

Email : enquiry@excelr.com | 1800-212-2120(Toll Free)
www.excelr.com

Offer Letter

Issued on: 13th August 2022

Dear Rufi Fakki,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo,
- Scan copy of your College ID Card,
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

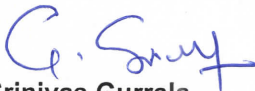
Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,


Srinivas Gurralla
Director



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Offer Letter

Issued on: 13th August 2022

Dear Khan Rizwan Islam Khan,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

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ExcelR email id: e-cap@excelr.com

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QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

Position: QA Automation Tester (Selenium) / Manual Tester

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Director



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Offer Letter

Issued on: 13th August 2022

Dear Aniket Maruti More,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

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Offer Letter

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Dear Avinash Shivmurat Singh,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

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Offer Letter

Issued on: 13th August 2022

Dear Nawaz Ayub Kapadia,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

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Offer Letter

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Dear Dhvani Mahesh Sankhe,

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www.excelr.com

Offer Letter

Issued on: 13th August 2022

Dear Surya Gounder,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo,
- Scan copy of your College ID Card,
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: Jr.QA Engineer / QA Engineer

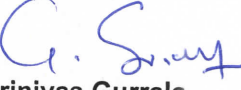
Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,


Srinivas Gurrula
Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

ExcelR Solutions

49, 1st Cross, 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068

Email : enquiry@excelr.com | 1800-212-2120(Toll Free)
www.excelr.com

Offer Letter

Issued on: 13th August 2022

Dear Chandan Ravindra Das,

We are pleased to inform you that you have been selected for **Free Training & Placements**. Your online reporting schedule will be conveyed to you on your registered email id.

For verification purpose, you are requested to please send us the following through Email,

- 2 Passport size photo,
- Scan copy of your College ID Card,
- Pdf copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: e-cap@excelr.com

Following are the details for Job Profile

For:

QA Automation (Selenium) / Manual Tester

Job Location : **PAN India**

Job Description

Job Profile: Jr.QA Engineer / QA Engineer


Position: QA Automation Tester (Selenium) / Manual Tester

Location: PAN India

Duration: 2 months of training and 100% Placement Assistance

Package*: 2.8LPA to 5LPA

Best Regards,


Srinivas Gurrala
Director



*Note : This offer is valid only when you satisfy all the criteria of the training and placement process. Final Package depends on the interview performance.

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BRFL TEXTILES PVT LTD.



EMP NAME : BALAJI T

EMP NO : TP3994

DOJ : 20-03-2020

DEPT : ETP

SECTION : ETP

[Handwritten Signature]
Authorised Signatory

**Plot No.C-7 Tarapur MIDC, Boisar
Tal & Dist. -Palghar, Pin Code - 401 506
Ph: 02525398701**

HRD/HBT/23-24/IL 38

Date- 14th June 2023

To,
Ms. Swati D Singh
Bhayandar.

Subject- Offer of Internship for 3 months.

We would like to offer you internship in our company as Intern **effective 14th June 2023 to 13th Sep 2023**. You will work with us as an intern in our company .

This internship opportunity will provide you with valuable hands -on experience in “**ABAP Programming**” and an opportunity to grow both personally and professionally while pursuing training and assignments.

Your mentor during this period will be **Ms. Ashwini Patil** from the Technology department, who will guide you during the internship in our company.

Please note that this is an unpaid internship, as the primary objective is to provide you with valuable learning opportunities and practical experience . We look forward to welcoming you to our company and having a productive and rewarding internship experience together.

Wish you good luck.

Thanking You,
For **Highbar Technocrat Limited**.

Antima

Antima Sharma
Human Resources



To
Mr. Hardik A Panchal
K4A-402, Garden Avenue K,
Global city, opp. Club one,
Virar (West) – 401303.

Date: **01/07/2023**

Subject: Offer Letter

Dear **Mr. Hardik**,

With reference to your application and subsequent interviews held with you, we are pleased to offer you the post of "**Implementation Engineer**" W.E.F, **3rd July 2023 (Monday)** at our **Corporate Office (Mumbai)**.

Your **Monthly salary** will be **Rs.13,650 /- (Rupees Thirteen Thousand Six Hundred and Fifty Only)** subject to various deductions as per the companies & government policies.

The offer of appointment is based on the information furnished by you regarding your qualification, experience & upon the necessary documents.

If the information is found to be false and/if any adverse information comes to the knowledge of the management, then this offer is deemed to have been withdrawn & you shall have no claim of any nature whatsoever on the company in this regard.

As a process of joining the organization will conduct your background verification from the information shared by you.

This offer letter will be auto cancelled in case of non-acceptance of the offer within 24 hours post receiving this letter.

We thank you for your interest in seeking a career with us & hope you will have a successful career with us.

Best Regards

For Spine Technologies (I) Pvt Ltd

Kunjil
Human Resources



Spine HR



Spine Technologies (I) Pvt. Ltd.



Hardik Ashwinbhai Panchal
H00027

Gender
Male

Blood Group
O+ve

Department
Implementation

Designation
Implementation Engineer

407/408 D Definity, JP Road No. 1 Goregaon (E)



TSS Consultancy Pvt. Ltd.

Registered and Corporate Office: 602/603, A Wing, Tradelink Bldg., Kamala Mill Compound, Lower Parel, Mumbai-400013

U67120MH2005PTC153186

Email: hr@tssconsultancy.com

Phone: +91 22 61641181/140

Date: 02-08-2023

AVINASH SINGH

Mob:+91 8208319684

Email:avinashsingh9657@gmail.com

Ref No : HR/02082023-02

Dear AVINASH,

TSS Consultancy Pvt. Ltd. is pleased to confirm an offer of employment to you as "Associate Business Analyst" in our Company and your joining date is on 07-08-2023. The details of our offer are as follows:

Compensation and Benefits:

- Your Cost to Company (CTC) will be at the annual rate of Rs [REDACTED] less applicable deductions (Indicative CTC breakup attached in Annexure 1), payable in accordance with the applicable laws and the Company's practices.
- The Company observes holidays as per its own calendar which will be shared with you.
- You will be entitled for 11.5 days paid leaves during probation period(which needs to be consumed during probation period), in addition to the Company holidays.
- You are on a Probation period for Six Months, and after that we may offer you Permanent employment based on your performance.
- In addition to the CTC, you will be provided with a health insurance cover of Rs 1 lac which will be effective from immediate next month of the joining date.

Working hours:

- You are expected to work 6 days a week, Monday to Saturday, all Saturdays will be working during the probation period, except holidays observed by the firm. In view of the nature of our business, it may become necessary to sometimes require you to work at other times to support our clients. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.
- You agree to work from any office of TSS or Customer of TSS located on all India basis.
- Your notice period will be 15 days.

Confidential Information & Intellectual Property Rights:

- Employee acknowledges that it will, in the course of performing the Services, be exposed to, have access to or acquire information and materials that are proprietary to or confidential to TSS and its Clients or to third parties to whom TSS owes a duty of confidentiality. The Employee shall hold such confidential Information in strict confidence and shall not, without TSS's prior consent, copy, reproduce, sell, assign, license, market, transfer, disclose or otherwise dispose of any Confidential Information to any person, company etc.
- The Employee acknowledges that any work including without limitation any inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment, employee shall assign to the Employer all the Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works, and Employer shall thereon have all the necessary rights to retain it.