

Appointment Letter

Dear Vikas Janu,

We are pleased to Appoint you a position with Vas Ventures Pvt Ltd as **Associate Software Engineer**, effective from **2nd September, 2024**. The position will be based remote till the next further update.

Your CTC COMPENSATION PLAN of **3,24,000 INR** will be paid on an annual basis.

Please refer –

Annexure A: COMPENSATION PLAN

The terms of your employment with our company shall be as follows: -

1. Skill and Care:

You must perform your duties and obligations with reasonable care and skill and to the best of your ability. You will be responsible for the safekeeping and return in good condition and order, or all property of the Company which may be in your use, custody care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action as the Company deems proper in the event of your failure to account for such property to our satisfaction.

2. Full time Employment:

This is full time employment. You will be wholly and exclusively in the employment of the Company and are not permitted to carry or any other business, profession, short term project/assignment or employment without a written permission from the management. You are responsible to work six days per week putting at least eight hours per day.

3. Confidentiality:

You acknowledge that during the course of your employment with the Company you will have access to and have an intimate knowledge of the Company's confidential information. In view thereof, you will be required to sign a confidentiality agreement with the company at the time of joining. The company will be entitled to and will own all the results and proceeds of your services for the Company, including without limitation, all rights throughout the world to any copyright, patent, trademark or

other right and to all ideas, inventions, products, programs, procedures, formats and other materials of any kind created, developed or worked on by you during your employment with the Company will be a result or proceed of any services for the Company.

Further, you are required to take such actions and execute such documents as the company may request to warrant and confirm the Company's title to and ownership of all such results and proceeds and to transfer and assign to the company any rights which you may have therein. You will not have any right to or be entitled to any compensation and other benefits and will not have any lien on any such results or proceeds.

4. Termination:

If you cease to be in the services without notice of the company for any reason, accept any job or services with any other employer as an individual then you are entitled to pay one months' salary as penalty at the time of leaving.

Notwithstanding any other provision in this letter, the Company may terminate your employment immediately upon giving you written notice to that effect if you:

- i. are guilty of any breach or non – observance of any of the terms and conditions contained in this letter;
- ii. are incompetent and/or neglect or limit to perform any of your duties or obligations;
- iii. fail or refuse after written warning to carry out the duties and obligations reasonably and properly required of you.

Upon termination of your employment, you shall deliver to the Company all documents, records, Papers, or any other property of the Company which may be in your possession or under your control. Further, no copies of any documents, records or papers shall be retained by you.

5. Notice Period & Knowledge Transfer:

It is the company policy that an employee needs to do knowledge transfer and train a new person before leaving. Also, one month of notice period is to be given. The training that you have undergone during your employment, you need to train new people on similar technology, prior to your resignation.

6. Discipline:

You will be liable to conform to the Company's policies and procedures, rules, and regulations, disciplines and general work practice which are subject to change from time to time.

7. Governing Law:

All disputes arising out of and/or in relation to your employment with the Company shall be subject to the Jurisdiction in New Delhi. You agree that, during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting, or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company.

This Appointment Letter may not be modified or amended except by a written agreement, signed by an officer of the Company and by you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below. Appointment Letter older than the ACCEPTED date below hence should be marked as INVALID.

Employee Name	Vikas Janu	Designation	Associate software Engineer
Earnings	Monthly Earnings (INR)	Deduction	Monthly
Basic Wage	13500	Quarterly Bonus 5%	1350
Other component	10800	Annual Bonus 5%	1350
Quarterly Bonus 5%	1350		
Annual Bonus 5%	1350		
CTC	27000		

Yours sincerely,

Alok Trivedi

Alok Trivedi
HR- VP
VAS Ventures Pvt Ltd

ACCEPTED AND AGREED
- Vikas Janu