

JBM OGIHARA AUTOMOTIVE INDIA LIMITED

Building No. 6, Onsite Supplier Park,
Plot No. 1, Toyota Kirloskar Motor Pvt. Ltd.,
Bidadi Industrial Area, Ramanagaram District,
KARNATAKA - 562 109. INDIA
CIN : U27100DL2009PLC187584
GST No : 29AACCJ1334P1Z9



Ref. No: JOAI-HR-SDS-2023-110

08th Aug, 2023

Mr.Sagar D S,
#282, 3rd Main road,
Vrushabhavathinagar, Kamakshipalya.,
Bangalore-79.

Dear Mr.Sagar D S,

1. With reference to your application and subsequent interview you had with us, we are pleased to offer you a position as GAT in Dispatch Department of our organization on the terms & conditions mutually discussed and agreed to.
1. Please note that the regular letter of appointment stipulating detailed terms and conditions of your appointment will be issued to you after your joining duties with us.
2. However, in the meantime, you are required to undergo and clear a medical check-up at a Medical Centre approved by the company.
3. Also, please arrange to submit the following documents to the Personnel Deptt. of the company before joining duties:
 - Passport Size Photographs – 6 Nos.
 - Proof of Date of Birth
 - Educational Certificates
 - Copy of Pan Card
 - Copy of Aadhar card
 - Salary certificate and bank statements (3 months)
 - Relieving letter from current employer
 - Address Proof (Electricity Bill, Water Bill, Gas Bill, DL, Ration Card etc.)
4. This offer is valid till 16th Aug, 2023 you are required to join your duties on or before this date at the address mentioned below:

M/S JBM Ogihara Automotive India Ltd.
Onsite Supplier Park – Building No.
Toyota Kirloskar Motors Pvt. Ltd., Plot No. 1,
Bidadi Industrial Area Ramanagar District, Bidadi, Bangalore – 562109.
5. On arrival, please contact Mr.Manjunath.H (9980875559) in HR department.
6. The employment will be subject to medical fitness.

Thanking You,
Yours Faithfully,

For JBM Ogihara Automotive India Ltd.

Arunkumar L
HR Department

Head of the Department
Automobile Engineering
Acharya Institute of Technology
Bangalore - 560 107

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Soldevanahalli Bangalore-560 107



OFFER LETTER

Congratulations Gautham G Babu !



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for Women



We are delighted to inform you that you have been selected for the position of **Advisor** with [24]7.ai from **03-Jan-2024** at our **Bangalore** office! We are excited to welcome you to a supercharged Life@[24]7.ai! As you prepare to join us and embark on this new journey, here is a little about us.

A global Leader and a great place to work

We are a pioneer and count amongst global leaders in the BPO industry. We are headquartered at Campbell, California, US with global operations across 15 centers panning North, Central, South America, Philippines, and India. We are amongst the Top 50 Great Places to Work in India, certified by Great Place to work, a global authority that recognizes High performance, high trust cultures at the workplace. We have also been certified by them amongst the Top 50 Best Workplaces for Women.

Our people-centric policies, carefully curated and crafted training modules, and state-of-the-art infrastructure, allows our employees to perform at their best and grow to realize their true potential. Many of our leaders have grown from the ranks and moved up to head teams and departments.

Driven by our Values

As a value-based company, we abide by our core values of

RESPECT

OWNERSHIP

TRANSPARENCY

TEAMWORK

RESULTS

We believe that by living these values in our day-to-day lives, we are able to drive excellence and create a high-performance organisation and build teams that trust each other thereby enhancing the overall success of the organization.

Employee driven policies and benefits

We have in place policies, benefits, and performance-based incentives for our employees that ensure their well-being as well as encourage a high-octane performance from them. We have shared a brief synopsis of these benefits for your reference in this offer letter. As you become a part of [24]7.ai, through inductions and initial training, you will be made aware of all our policies, benefits, programs, modules, and incentives in detail.

We believe that we can help you find more than just a job here and a career journey that drives and fulfils you!

Located across 15 locations globally

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Automobile Engineering

Acharya Institute of Technology
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24/7 Customer Pvt.Ltd., Prestige Tech Platina-2, Survey Nos.32/1, 32/2, 34/1, 34/2, 34/3, 34/4, Kadubeesanahalli Village, Varthur Hobli,
Outer Ring Road between Sarjapur and Marthahalli, Bangalore-560087, India | Tel. 080 46093247 | www.247.ai

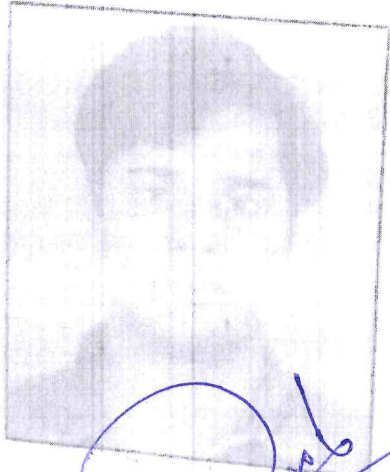
Annexure - 1

Annexure - 1

Level / Grade	: L1G1	
Designation	: Advisor	
Salary Components		
Fixed Gross Salary Components	PM	PA
Basic	5,000	60,000
House Rent Allowance	2,000	24,000
Advance Statutory Bonus	1,299	15,588
Special Allowance	12,896	1,54,752
Total Gross Salary (I)	21,195	2,54,340
Retirals- Employer's Contribution		
PF Contribution by Employer	1,800	21,600
Gratuity	241	2,892
Employer ESI Contribution @ 3.25%	-	-
Total Retirals(II)	2,041	24,492
Variable Components*		
Performance Incentive (ECOP)	1,400	12,600
Total of Variable components (III)	1,400	12,600
Approx. Take Home PM	19,395	
Approx. Take Home (with Variable pay) PM	20,795	
Total CTC (I+II+III)	24,636	2,91,432
Benefits (As per policy, refer to description in Annexure 2)		
1. Statutory Benefits: Employee Provident Fund, Gratuity, Insurance (Medical, Accidental & Life)		
2. Performance and Loyalty based Incentive: ECOP, employee referral schemes, retention bonuses, etc., as applicable for the program with which you will be aligned.		
3. Benefits for Better Work Life Balance and ease of working : Self to work, Door to Door Pick up. Leave & Holidays, Passion Club, Broadband reimbursement.		

Head of the Department
 With Best Wishes,
 Automobile Engineering
 Acharya Institute of Technology
 Brian Alfred Dsouza
 Bangalore - 560 107
 AVP - HR-Recruitment

This is a system generated letter and does not require any signature.



Basani Hemanth Reddy
A479192
Graduate Apprentice
Trainee

Head of the Department
Automobile Engineering
Acharya Institute of Technology
Bangalore - 560 107

M. C. Murali
ACHARYA INSTITUTE OF TECHNOLOGY
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HR-F No. 073
Issue 06-09-2022
Revision 002

Non-Disclosure and Non-Compete Agreement

This Non-Disclosure and Non-Compete Agreement ("Agreement") is made at Bangalore on 18-Sep-2023

By and Between

ALTEN India Private Limited, a company registered under the companies Act 1956 /2013 having its registered office at #4/1 Tower D, 7th Floor, IBC Knowledge Park, Bannerghatta Main Road, Bangalore - 560029 represented by their Director, Mr. Sudeep Chatterjee (hereinafter referred to as the 'the Company' which term shall mean and include the company and his/her successors-in office unless repugnant to the context thereof); of the First Part.

AND

Mr. Nagendra Anant Bhat, S/o Anant Manjunath Bhat with address as Yadalli, Post: Hegadekatta, Sirsi, Kambigar, Hegadekatta, Uttarakannada, Karnataka-581403.

(Hereinafter referred to as the "the Employee" which term shall mean and include his/her legal heirs, executors, administrators, successors, representatives and assigns unless repugnant to the context thereof) of the Second Part. The Company and the Employee are herein after individually referred to as the "Party" and collectively as "Parties".

Whereas

- The Employee has been appointed by the Company as **Graduate Engineer Trainee** vide Employment agreement dated **18-Sep-2023** ("Employment Agreement").
- The Employee hereby acknowledges and realizes the importance of maintaining the confidentiality of the Confidential Information (defined below) and agrees to the Company's directions in this regard; and
- The Company requires employee to sign and deliver this agreement to establish certain restrictions to protect the information against the risk of unauthorized use or disclosure.

NOW THEREFORE in consideration of the premises and the mutual promises and covenants contained herein, the Company and the Employee, intending to be legally bound, agree as follows;

1. Confidentiality:

Confidential Information includes, but is not limited to, source code, third party components or software used by the Company, executables, customer Lists, databases, product documentation, design and specification documents, document templates, development processes, standards, prototypes, new product ideas, algorithms, business plans, documents, drawings, business process information, financial analyses, forecasts,

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formulas, know-how, ideas, inventions, market information, marketing plans, processes, financial and other products and plans there for, research, specifications, intellectual property, trade secrets or any other information of the Company which by its very nature is considered confidential. The Employee acknowledges that the Employee may, in the course of performing his/her responsibilities at the Company, be exposed to or acquire information, which is proprietary to or confidential to the Company or any of its affiliated companies or their clients. Any and all information of any form obtained by the Employee in the performance of his/her employment shall be deemed to be confidential and proprietary information of the Company. The Employee agrees to hold such information in strict confidence and not to copy, reproduce, sell, assign, license, market, transfer or otherwise dispose of, give or disclose such information to third parties or to use such information for any purposes whatsoever other than the performance of his/her duties at the Company.

2. Restrictions on Confidential Information:

The Employee hereby unconditionally agrees and undertakes to protect all Confidential Information in accordance with the terms of this Agreement, will keep in confidence all such Confidential Information and will:

- Treat and maintain as confidential all Confidential Information, whether initially disclosed orally, in writing, in the form of computer data or software, by demonstration, or otherwise; and
- Store all Confidential Information in a secure place when not in use and safeguard Confidential Information in a manner no less secure than the Employee safeguards its own Confidential Information of the same or similar nature.
- The Employee shall immediately notify to the Company upon discovery of any loss or unauthorized disclosure of the Confidential Information.

3. Non-disclosure:

- The Employee agrees that, except as directed by the Company in writing, the Employee will not, at any time during the period of employment or for a period of 5 years [five years] following the termination of the employment with the Company disclose any Confidential Information to any person, or permit any person to examine and/or make copies of any reports or any documents prepared by the Employee or that come into the Employee's possession or under Employee's control by reason of the Employee's responsibilities at the Company, and that at the Company's request, the Employee will return to the Company all documents, papers and other matter in the Employee's possessions or under the Employee's control that contain or relate to such confidential Information.
- All documents, memoranda, notes, other tangible embodiments, papers and other matter in Employee's possessions or under Employee's control that contain or relate to such Confidential Information whatsoever prepared by the Company based on or including Confidential Information shall be destroyed to the extent

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necessary and upon the request of the Company, an undertaking shall be provided to the Company that the Confidential Information has been deleted or shall be returned to the Company on the termination of the employment of the Employee, as directed by the Company.

- c) Confidential Information shall not be deemed to include information which:
- I. Is or becomes (other than by disclosure by employee) publicly known through no fault of the Employee; (or)
 - II. Is a publicly available document at the time of disclosure (or)
 - III. The Company approves for unrestricted release by written authorization; or
 - IV. Is required to be disclosed by law and which has been authorized in writing by the Company.

4. Rights in data:

The Employee hereby agrees that he/she shall have no right to receive any royalties, profits or right to use of any software produced by the Employee for the Company. The software, analysis, compilations, studies or options, written or oral or any other records or data of any nature if any developed or prepared by the Employee during the course of employment with the Company shall be the absolute property of the Company.

5. Non-solicitation covenant:

- a) During the course of employment with the Company, and for a period of [5] five years following the termination of his/her employment, the Employee agrees to refrain from soliciting employment or business with any of the Company's customers directly or in-directly through third parties.
- b) During the Employee's employment with the Company, and for a period of [5] Five years following the termination of his/her employment, the Employee agrees to refrain from trying to solicit employment for any of the Company's Employees directly or indirectly.
- c) The Employee agree that these covenants are reasonable and necessary to protect the Company's legitimate business interests, including, without limitation, the confidential business or professional information and trade secrets of the Company, the substantial relationships between the Company and its officers, directors, employees, independent contractors, consultants, agents, and other personnel or representatives. The Employee also agree that the [5] Five years duration of these covenants not to solicit and not to hire employees is reasonable.

6. Non-Compete:

During the course of employment with the Company, and for a period of 3 three years following the termination of his/her employment, the Employee agrees to refrain from

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M. Srinivas
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Available Relief

It is further understood that any unauthorized disclosure or use of any confidential information of the Company could cause irreparable harm and significant damage to the Company, which may be difficult to measure with certainty or compensate for in damages. Accordingly, the Company shall have the right to seek and obtain an injunction to prevent or enjoin any breach by the Employee of this Agreement upon application to the appropriate jurisdiction and any other equitable relief as it sees fit. The Employee's rights under this Agreement are cumulative, and the Company's exercise of one right shall not waive the Company's right to assert any other legal remedy.

II. General:

The Employee acknowledges that the Employee has read this Agreement, and he/she understands it and agrees to be bound by its terms, and further agrees that it is the sole agreement between the Parties, which supersedes all proposals oral or written and all other communications between the Parties relating to the subject matter of this Agreement. Employee voluntarily undertaken to serve the company for minimum period of 1 year from date of joining.

9. Governing Law:

This Agreement can be governed and administered under the laws of the Republic of India, and any action brought under this agreement will, be brought in the court of appropriate jurisdiction located in Bangalore.

10. Dispute Resolution/Arbitration:

All the disputes, differences and/or claims, arising out of this agreement, whether during its subsistence or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and conciliation Act, 1996 or any other statutory modification or re-enactment for the time being in force. The arbitration panel shall consist of a sole arbitrator to be appointed by Company. The award given by such an arbitrator shall be final and binding on the Parties to this Agreement. The venue of arbitration shall be Bangalore. The proceedings shall be conducted in English language.

11. Validity of Provisions of the agreement:

If any provision of this Agreement is determined to be invalid, illegal, or unenforceable for any reason and in any respect by a court, such provision shall be inapplicable and deemed omitted to the extent of the invalidity, illegality or unenforceability without impacting the validity, legality or enforceability of the remaining provisions of this agreement.

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Date: 18-Sep-2023

Ref No: AL/2022/1483-OAL-BLR-ADC

Mr. Nagendra Anant Bhat
Yadalli, Post; Hegadekatta, Sirsi,
Kambigar, Hegadekatta,
Uttarakannada, Karnataka-581403

Sub: Offer Letter cum Appointment Letter

Dear Nagendra Anant Bhat,

With reference to your application and the subsequent interview you had with "ALLEN India Private Limited". We have great pleasure in offering you an engagement under the following terms and conditions:

1. Engagement Details:

- a) Designation : Graduate Engineer Trainee
- b) Place of Posting : Bangalore
- c) Date of joining : 20-Sep-2023

2. Compensation:

Your annual salary will be INR 350004 /- (Rupees Three Lakhs Fifty Thousand and Four Only) and will be as per the attached Annexure 1-Compensation structure.

3. Trainee Benefits:

a) Insurance Coverage.

- 1. Group Personal Accident Coverage: You will be covered under personal accident insurance for a sum of ₹20,00,000/-
- 2. Group Mediclaim Insurance Coverage: You will be covered under Group Health Insurance for a sum of ₹3,00,000/-
- 3. Group Term Insurance Coverage: You will be eligible for group term Insurance for self, for a sum of ₹20,00,000/-
- 4. Workmen Compensation Insurance: You will be covered under WC Insurance for minimum of ₹9,00,000/- & ₹25,000/- Medical expenses are covered.

b) Statutory Benefit Entitlements.

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1. Trainees' State Insurance (ESIC) as per the Trainees State Insurance Corporation Act, as applicable.
2. Trainees' Provident Funds & Miscellaneous Provisions Act, 1952.
3. Gratuity under the Payment of Gratuity Act, 1972.

c) **Special Occasion Benefits:**

Sodexo Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/-, as per the company policy.

d) **Leave / Holiday Entitlement:**

During your Engagement, you will be entitled for the leaves as per the leave policy of the company.

1. Casual leave: Applicable as per the company policy.
2. Earned Leave: Applicable as per the company policy.
3. National Festival & Holidays: Applicable as per the company policy.
4. Maternity Benefit: Applicable as per the provisions of Maternity Benefits Act.
5. Paternity Leave: As per the company policy.
6. Bereavement Leave: As per the company policy.

National Festival & Holidays: You will also be entitled to National & Festival holidays inclusive of 26th January, 15th August, 1st May and 2nd October as declared by ALTEN / client from time to time where you have been deployed.

Leave Grant and Approval:

- a) Grant of Leave of absence shall depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you are required to apply in the prescribed tool to the appropriate authority at Customer location & copy to KAM/ Reporting Manager from ALTEN and seek prior approval for such leave.
- b) Similarly, for extension of leave, an application through or the prescribed tool (GreytHR) will have to be made in writing before the expiry of the leave originally sanctioned, which should reach the Human Resources department at least five (5) days prior to expiry of leave. While making such application you will state your address and contact phone number during the leave period. Mere submission of application shall not mean that the leave has been sanctioned and unless leave is sanctioned or extended in writing by the management, you will not be treated to be on leave.

4. **Training Period**

You will initially be on training for a period of Twenty-Four (24) months with probation period of 6 months from the date of joining, which may be extended or reduced at the sole discretion of the Company. If your services are either not confirmed or not terminated on completion of the period of training, the training period will stand automatically extended till the letter of confirmation is issued. Training may be cancelled at the sole discretion of the Company by providing one (1) month notice.

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5. General Engagement Conditions:

This Appointment letter and your engagement with the company are subject to:

a) **Background Verification:**

The engagement shall be conditional to a background and reference check carried out by the Company to its satisfaction based on the information furnished. If the information and records/documents are found to be incorrect or false, the Company reserves the right to terminate the Trainee without giving any reason/ notice/ payment in lieu thereof and take appropriate legal action.

b) **Reference:**

This appointment is also subject to satisfactory report from your former employers and the references given by you.

c) **Confidentiality /Nondisclosure/Non-Compete:**

You shall maintain confidentiality /secrecy and shall not give out to anybody/organization, by word of mouth or otherwise, particulars / details of our engagement process, technical knowhow, security arrangements, administrative and organizational matters of confidential and secret nature, which may be your personal privilege to gain knowledge by virtue of your Training with the company, unless compelled to do so by judicial authority or by permission in writing from the Management. You shall also not solicit / seek / explore engagement with the client and/or with any of the competitors serving the same client during your deputation and till six months from the date of relieving, and if found doing so the same would constitute breach of contract, conflict of interest and render yourself liable for legal action, including recovery of liquidated damages.

d) **Intellectual Property:**

The Trainee hereby agrees that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of his engagement, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this engagement with the Company shall belong to the Company absolutely and the Trainee shall have no claim or right in the proprietary rights and any breach will render him/her liable for legal action including recovery of liquidated damages.

e) **Onsite Agreement:**

Your execution of onsite travel or any such agreement shall be applicable for all Head of the Department / programs prevalent in the company.

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6. Transfer & Deputation:

Upon joining, your work location would be based at **ALTEN-Bangalore**. You acknowledge and agree that the company is entitled to depute you in any of its client's office in India or abroad, temporarily or permanently, with prior intimation to you. Further, you acknowledge and agree that you may be assigned, transferred, or deputed to any of the establishments/branches of the company and your services will be subject to temporary or permanent interdepartmental or inter-company transfers.

7. Prohibition of double Engagement:

Your engagement with the company is in the capacity as a whole-time Trainee and during the period of engagement in the company, you will neither serve anywhere else part time or whole time, nor any interest for yourself in any other business, trade, profession or vocation directly or indirectly without the prior permission of the Management. If found violating this commitment, Trainee agrees to accept any action taken by the organization.

8. Company Assets & infrastructure: General

Trainee is provided with required infrastructure including computer/Laptop, phone, data card, portal, access to software applications etc. Such infrastructure should be used strictly for business related work. Any kind of misuse, violation of instructions etc. shall be a punishable offence which will attract serious action. At the time of separation, voluntary or involuntary, it is mandatory to hand over all the Company assets along with data intact.

9. Address for communication: General

Company shall correspond with you directly or at the address given by you. Please note that it is mandatory to communicate any changes in address family status etc., immediately to Human Resources department.

10. Personal Information: General

Your appointment in the company and its continuance shall be subject to the condition that the Information disclosed by you in your CV or through any other documents for engagement are correct and complete. In the event of any misstatement, suppression of facts or wrong statement furnished by you, this appointment order will be deemed as void and your services are liable to be terminated without notice. The company will be in its rights to initiate appropriate legal action against you and in that event, you will be liable for all costs and consequences thereof.

11. Health: General

Continuance in service in the organization is subject to you remaining physically and mentally fit to perform the assigned job. As and when required by the management,

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you will subject yourself to medical examination at the cost of the Company by a physician appointed/referred by the Company for the purpose.

12. Tax Compliances:

You shall be personally responsible for and pay all taxes imposed by any tax authority in India or elsewhere on any income or payments received from the company, unless deducted at source.

13. Separation:

- a) In consideration of training offered to you and expenses incurred by the company, you shall not resign during the training period of Twenty-four (24) months from your date of joining i.e. the Training period. In the event of leaving the services of the company during the training period, he/she shall pay the agreed amount of liquidated damages as agreed and executed Under training cum surety agreement. Acceptance of the resignation is the discretion of the Management based on the project / Position criticality. Your Engagement may be terminated by you with a notice period of Three (3) Months or gross salary in lieu of notice after completion of the training period. The Company may terminate the engagement of the Trainee during the training period without any notice period and without assigning any reason for such termination. The discretion to accept payment in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies, and you therefore may be required to work through the notice period. In the event of resignation at his/her own will, the Company reserves the right to release the Trainee prior to the notice period of Three (3) months, taking into consideration the business needs and work exigencies and the Company will not be liable to make any payment to the Trainee in lieu of the notice period. You shall not join competitor company working in the same Project for the same Customer of the company for a minimum period of six (6) months from the date of relieving from the company, without obtaining prior consent of the company in writing and any breach will render yourself liable for appropriate legal action.. In case of misconduct or breach of the Company's code of conduct or non-performance or go-slow or other disciplinary grounds Trainee may be terminated without any notice or payment if any in lieu on notice.

- b) The Company also reserves the right to recover the costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment. During the notice period, Trainee shall be responsible to meet the minimum target, failing which appropriate action deemed fit shall be initiated. At the time of separation, it is mandatory to

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Siddhanthalli Bengaluru-560 107



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handover your project work status, all company documents and Company assets etc, and obtain clearance certificate from the reporting manager and send it across to the Human Resources department for further process.

- c) In the event of failure to serve the notice period specified herein/fulfill agreed obligations, the company shall be entitled to approach any Court of competent jurisdiction to recover all costs, damages, losses and expenses incurred by the company. Short fall of notice period will be recovered based on gross salary.

14. Abandonment of Employment / Absconding from the Services:

Any employee who abstains from their job without intimation and remains untraceable is referred to as an "Absconder". You are responsible for officially informing the HR Department or your Reporting Authority when deciding to resign from your services with the Company.

You shall agree that any unauthorized absence from your employment for a continuous period of Seven (7) or more business days would be considered as voluntary Abandonment/Absconding from your employment and accordingly your name will be removed from the payroll register. The Company reserves the right to proceed with necessary action to recover any liquidated damages. No relieving letter will be issued to you, and your full and final settlement shall be held back by the Company.

15. Termination of Permanent Service:

- a) The company reserves the right to terminate your services at any time at its absolute discretion, after giving you three (3) months' notice or on payment of three (3) month's gross salary in lieu thereof. However, if termination is on disciplinary grounds the notice period or payment in lieu of notice period is not applicable.
- b) If the company terminates your engagement for any misconduct or breach of the Company's code of conduct or other disciplinary grounds, then
1. The company's obligations under this letter shall immediately cease, and
 2. You shall not be entitled to receive any payment due from the company, and the company shall have no obligation to pay, compensation attributable to such termination.

16. Cooperation/Knowledge Transfer Following Termination:

The Trainee agrees that, following notice of termination of his engagement, he/she shall cooperate fully with the Company in all matters relating to the completion of his/her pending work on behalf of the Company and the orderly transition of such work to such other Trainees as the Company may designate. The Trainee further agrees that during and following the termination of his engagement he shall cooperate fully with the

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Company as to any and all claims, controversies, disputes or complaints over which he has any knowledge or that may relate to him or his engagement relationship with the Company. Such cooperation includes, but is not limited to, providing the Company with all information known to him/her related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum.

Further, the Trainee agrees that upon the termination of this Agreement, the Trainee shall return to the Company all correspondence, specifications, formulae, passwords, books, documents, cost data, market data, literature, drawings, effects or records etc. or any other proprietary information or Company property that is in possession of the Trainee or that Trainee may have received during the course of the engagement. The Trainee shall not make any duplicates or retain any copies of the abovementioned information.

17. Retirement:

Your retirement from the services shall be on attaining sixty (60) years of your age as per the records.

18. Indemnification:

The Trainee shall indemnify and hold Company, its affiliates and their respective directors, officers, agents and Trainee harmless from and against all claims, demands, losses, damages and judgments, including court costs and attorney's fees, arising out of or based upon any material breach by the Trainee of any representation, warranty, obligation or any other agreement as set forth in this Agreement.

19. Jurisdiction:

This letter shall be governed by and construed in accordance with the laws of India, and you agree to submit to the exclusive jurisdiction of the courts of law of Bangalore in India.

20. Miscellaneous:

- In addition to the above the Trainee shall be bound by any policies, rules & regulations enforced by the management from time to time in relation to conduct, discipline, or on any matters relating to service conditions which will be deemed as rules, regulations and order in the part of these terms and engagement. The terms and conditions of your engagement are subject to change from time to time as per discretion of the company based on business needs. Violation of any of the above or company policies, Trainee shall be liable for action deemed fit.
- No delay or omission by the company in exercising any right under this agreement shall operate as a waiver of that or any other right. A waiver or consent given by the company on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion

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- c) Trainee shall perform as per their job role and responsibilities and work assigned to you by the management. The trainee shall also agree to perform any other job / work as and when required and as and when instructed to do so by the management. Detailed job role, responsibilities and KRA will be provided to you after joining the organization
- d) Trainee shall be punctual and regular to the job.
- e) Trainee shall take care of his / her safety at workplace and en-route, use safety equipment.
- f) As a responsible Trainee/citizen, you are required to maintain the office decorum and environment protection norms.
- g) Trainee shall maintain integrity and be away from all unlawful activities.
- h) You will not at any time hereafter, without the consent in writing of the company or except under any legal process, divulge or make public any matters relating to the company's transactions or dealings, which are confidential and company specific.

For any queries and Clarifications pertaining to Offer and Appointment letter, please reach out to Mr. Prashanth Kumar Manager at 7676230127.

We look forward for mutually rewarding long term association with ALLEN Group of Companies.

With best wishes,

For ALLEN India Private Limited

[Signature]
Uttamkumar Sankpal
Chief Executive Officer

Declaration:

The above said terms and conditions are explained to me in vernacular language. All the terms & conditions of my employment in the organization has been understood, accepted & agreed by me.

Date: 20/09/2023

Place: Bengaluru.

[Signature]
Signature of Employee
Name: Nagendra Anant Bhat

Head of the Department
Automobile Engineering
Acharya Institute of Technology,
Bangalore - 560 107

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Annexure - 1

Employee Name: Nagendra Anant Bhat
Designation: Graduate Engineer Trainee
DOJ: 20-Sep-2023

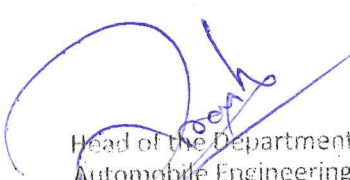
Salary Breakup			
Salary Components		Monthly	Annual
Basic +DA		18,260	2,19,120
House Rent Allowance		5,066	60,792
Statutory Bonus		1,522	18,264
TOTAL (A)		24,848	2,98,176
PF - Employer share		2,191	26,292
Gratuity		878	10,536
TOTAL (B)		3,069	36,828
Insurance Cost (C)		1,250	15,000
Total CTC (A+B+C)		29,167	3,50,004
Statutory Deductions			
PF Employee share		2,191	26,292
Total Deductions (D)		2,191	26,292
Net take home salary (A-D)		22,657	2,71,884

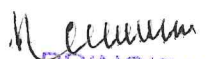
List of benefits as per the company policies:

- Group Medical Insurance: Self, Spouse, Two Children & Dependent Parents or both are covered up to ₹1,00,000/- PA.
- Group Personal Accident Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.
- Group Term Life Insurance Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.
- Workmen's Compensation from medical & other benefits as per applicable laws.
- Special Occasion Gift Voucher: Birthday: ₹1000/- Marriage: ₹5000/- 1st child: ₹5000/- New Employee Addition: ₹2,000/-

Note:

- TDS, PSL, PF, PT & Gratuity will be as per the applicable laws.
- Your compensation package is strictly confidential, should remain a private matter between yourself and HR Department and not to be disclosed to your colleagues.


Head of the Department
Automobile Engineering
Acharya Institute of Technology
Bangalore - 560 107


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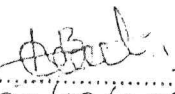
Annexure - 2

Declaration:

I hereby represent and warrant, and undertake, affirm, and agree that as of the date of joining with ALTEN India Private Limited, I will have terminated my employment with all my previous employers.

- (a) I have not entered into any agreement or arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer hereunder.
- (b) I am in good standing and that I have full capacity and authority to accept this offer letter and to perform its obligations hereunder according to the terms hereof.
- (c) Neither the acceptance of this offer letter nor the execution and delivery of the agreement contemplated hereunder, or the fulfillment of or compliance with the terms and conditions thereof, conflict with or result in a breach of or a default under any of the terms, conditions or provisions of any legal restriction (including, without limitation, any judgment, order, injunction, decree or ruling of any court or governmental authority, or any federal, state, local or other law, statute, rule or regulation) or any covenant or agreement or instrument to which I a party, or by which I am bound, nor does such execution, delivery, consummation or compliance violate or result in the violation any documents;

I, Nagendra Anant Bhat accept the above terms and conditions of the employment and have joined to my duties on 20/09/2023

Signature: 
Date: 20/09/2023

Head of the Department
Automobile Engineering
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12. Final agreement:

This Agreement along with the Employment Agreement constitute the final and complete agreement between the Parties with respect to the subject matter hereof, and all prior written and oral agreements with respect to the subject matter of this Agreement are superseded by and fully integrated into this Agreement. This Agreement cannot be amended or modified in any respect except in writing signed by both Parties.

13. Notice:

Notices, if any, required under this Agreement shall be in writing and shall be delivered by personal delivery, facsimile transmission or by certified or registered mail, return receipt requested, and shall be deemed given upon personal delivery, five (5) days after deposit in the mail, or upon acknowledgement of receipt of facsimile transmission. Notices shall be sent to the addresses set forth in this agreement or such other address as either party may specify in writing.

THEREFORE, the Parties have caused this agreement to be executed and hereby affix their signatures in witness whereof on the date mentioned above.

For ALTEN India Private Limited,

Uttamkumar Sankpal
Chief Executive Officer

Declaration:

The above said terms and conditions are explained to me in vernacular language. All the terms & conditions of my employment in the organization has been understood, accepted & agreed by me.

Date: 20/09/2023
Place: Bengaluru

Signature of Employee
Name: Nagendra Anant Bhat
Head of the Department
Automobile Engineering
Acharya Institute of Technology
Bangalore - 560 107
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