



vivo Y21T
Roopa

ACHARYA INSTITUTE OF TECHNOLOGY
Siddavayalpur, Bangalore-560 107



ROHAN INFRA

BUILDERS & DEVELOPERS



Name : Nidhi Shree GM

Designation : BDE

Dob : 03-02-2001

Blood Group : AB+

Mobile No : 6366320562

Authorised signatory

ACHARYA INSTITUTE OF TECHNOLOGY
Solderanahalli Bangalore-560 107

M.Z. ENTERPRISES

FORM XV
[SEE RULE 77]
SERVICE CERTIFICATE

Name and Address of the Contractor	MZ ENTERPRISES # 4 & 5, TENT ROAD, SABEENA PLAZA, POST-DOORVANINAGAR, OPPT-KR PURAM RAILWAY STATION, BANGALORE-560016
Name and Address of establishment in/under which contract is carried on	SHAPOORJI PALLONJI & CO PVT LTD. SEABIRD PO ARGH, KARWAR KARNATKA-581302
Name Address of the Principle Employer	SEABIRD PROJECT PO: ARGH, KARWAR KARNATKA-581308 BBMP WARD NO 85, BENGALURU
Nature and Location of the Work	CIVIL WORK
Name and Address of the workmen	Mr. Mutturaj Kamatar
Age/Date of Birth	15-Dec-00
Identification Mark	NA
Father's/Husband's Name	Parasappa Kamatar
Serial/token Number	15888
Total Period Worked	19/06/2023 TO 18/12/2023
Which Employed To	Assistant - Logistic
Rate of Wages	18000.00 PER MONTH
E.P.F Number	NA
UAN	NA
Remarks:	
1) Efficiency	GOOD
2) Attendance	GOOD
3) Conduct	GOOD
Reason for leaving service	Resignation

Signature/thumb Impression of workmen

Authorised Signatory

FOR:

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

Regd. Office : sabeena Plaza, #4 & 5, 1st Floor, Tent Road, Opp. K.R Puram Railway Station,
Dooravaninagar, Bangalore-560016.

OL NO. VNTRSINT2142

01-August-2023

Dear Sai Likhith T,

Further to your recent interview, I am pleased to offer you the following employment as **Academic Counsellor** with Vintrus, with a commencement date of **16-August-2023**. Please report to the undersigned on **16-August-2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 10 days of unpaid training from **16-August-2023 to 25-August-2023**

On the Job Training Start Date : **26-August-2023**

On the Job Training End Date : **25-November-2023**

COMPENSATION DURING PROBATION / INTERNSHIP: *(Subject to statutory and other deductions)*

Stipend : INR 15000 Per Month+ INR 10000 Per Month

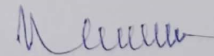
Target : INR 150000 Per Month

We request you to send the copy of this letter to greetings@vintrus.com along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within tomorrow from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Vintrus, and will report on or before **16-August-2023**.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)



PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Solvavanahalli Bangalore-560 105

VINTRUS EDUTECH

9th Main, 22nd Cross Rd, 7th Sector,
HSR Layout, Bengaluru, Karnataka 560102

info@vintrus.com



Dear Sangam Gouda,

We are pleased to offer you full time position of Project Manager. You will be reporting to Mr Gururaj K – Sales Head at HSR Layout, Bangalore. We believe your skills and experience are an excellent match for our company.

Please find revised offer letter for your kind reference

In this role, you will be required to fulfil following duties and responsibilities;

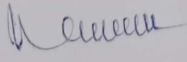
- First and kick off meeting with designer to site.
- Take measurement at site with accuracy, capturing client requirements, should be aware about modular furniture process and sizes as per modular industries standards.
- Clear and complete project handover from designer with PD study.
- Understand the PD and scope of work.
- Documentation (for vendors, access to site, PD, and project completion).
- Resource availability and allocation as per project planning. Advance intimation and complete scope of works explanation with timeline to vendor.
- Materials management (On time delivery to site, room wise materials unloading, Damages from factory, by vendors).
- Follow process, quality check at site, ensure work is complete as per designs and requirements
- Monitoring day to day operations of the Site to ensure project execution as per agreed schedule.
- Project execution as per planning (civil works, false ceiling, painting, manual and modular works) with utmost quality.
- Periodic updates & proactive notification on dependency to all stakeholders.
- Site management (cleanliness, materials placement, debris handling)
- Five Star Review from the Client.

Remuneration;

As an employee of Puran Interiors, your salary would be Rs 22,000.00 and paid on monthly basis.

We are excited to have you continue with our team!

Sincerely,


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

27th August 2023

Rahul Kumar
Bangalore

Dear Rahul Kumar,

Congratulations! Setlin is pleased to extend you this offer.

Subsequent to the discussions with you, we have pleasure in offering you an appointment as 'Buyers Consultant' in our organization, based at Bangalore with effect from 23rd August 2023 on the following terms and conditions and subject to such rules as are in force and amended from time to time.

The terms and conditions of employment are strictly private and confidential and will not be revealed to any person within/outside the organization except with the written permission of the undersigned.

Any concerns/clarifications pertaining to the terms and conditions of employment may be referred to the Human Resources for necessary clarifications. Your point of contact before joining, for any queries would be Pooja from Human resource department and she is contactable at 8050036462 & pooja.priyadarshini@setlin.in

TERMS OF APPOINTMENT

Salary and Allowances

During the continuance of employment, you will receive a cost-to-company of ₹.360,000/- per annum.

Salary Breakup:

Components	Per Month	Per Annum
Basic	₹.15,300	₹.183,600
HRA	₹.6,120	₹.73,440
Other Allowance	₹.6,780	₹.81,360
Gross Salary	₹.28,200	₹.338,400
PF Employer Contribution	₹.1,800	₹.21,600
Total CTC	₹.30,000	₹.360,000

Probation Period

You shall be on probation for a period of Two months, from the effective start date of your employment with the Company. The company may, in its sole discretion, at any time extend this period of probation for an additional specified period, upon notice to you. Your employment with us will be confirmed upon the satisfactory performance and completion of the probation period. Notwithstanding anything contained herein, during your probation period, the company may terminate your employment in a day's notice and with or without stating any reason whatsoever. During probation, one paid leave is allowed in each month.

Confidentiality, Non-Disclosure and Non-Compete Agreement

You agree that as part of your employment with the Company, you will have access, directly or indirectly, to certain confidential information of the Company, its affiliates, employees, contractors and/or clients. At any time during the term of employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients, with respect to such confidential information. You shall, during the term of your employment with the Company, and thereafter:

- Hold the Confidential Information in the strictest confidence.
- Not disclose or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you.
- Not disclose or divulge the Confidential Information to, or for the benefit of any third person or entity, without the prior authorization of the Company.
- Give prompt notice to Company, of any disclosure of Confidential Information.
- Return the Confidential Information, including any copies or reproductions thereof, at Company request, or upon termination of your employment.
- All the research done and data generated including that of the client database is the sole property of the Organization. Unauthorized storing, copying, deleting or transmitting (digital/non-digital) of any such information is strictly prohibited and will constitute a legal offense.
- Commitments & Dealings: You will not enter into any commitments or dealing on behalf of a Company for which you have no expressed authority.
- Singularity of Service: You will not, without previous written permission, carry on any business, full time or part time, in any capacity, or be employed by, any other firm, company or person.

Your obligations under this Clause shall survive post termination of your employment with the Company, under these Terms of Employment, and Company shall be entitled to immediate injunctive relief, claim damages, or similar relief and/or take disciplinary action (including, but not limited to termination), upon a potential or actual breach of this clause by you, including in the event where you take up, or attempt to take up employment with, or act or attempt to act as consultant or advisor to any person, in a manner that may result in the disclosure or misuse of Confidential Information under these Terms of Employment or otherwise.

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

setlin.in



India Construction Private Limited

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli, Bangalore-560 107
LICPL_HR_0253_2023075_034

24 Aug 2023

To,
Alok B.
Bengaluru
India

OFFER FOR THE POST OF "CAD Technician"

Dear Mr. Alok,

With reference to your meeting with us, we are pleased to offer you the post of "CAD Technician". Salary details as mutually discussed is attached in (Annexure I). You will be primarily assigned in Bangalore office and will be relocated as per project requirement.

You are requested to report on duty from 28 August 2023, along with all the testimonials as per the details attached (Annexure II) failing which this offer will stand cancelled. This offer is subjected to your reference check which is currently under process. Appointment letter with all the terms and conditions shall be handed out to you within the weeks following your joining.

Kindly revert with the signed offer letter as soon as possible after receipt as a token of your acceptance on the same.

Thanking you,

Yours faithfully,

For Lindner India Construction Private Limited

Lindner

India Construction Pvt. Ltd.

38 | 60 Feet Road | G Block | Behind Big Mall
Sahakamager Main Road | Sahakamager
Bengaluru (Bangalore) Urban
Karnataka | 560092 | India

Johann Bes

Authorized Signatory

Alok B.

Received & Accepted

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Encl: List of testimonials

India Construction Private Limited

38 | 60 Feet Road | G Block | Behind Big Mall
Sahakamager Main Road
Bengaluru (Bangalore) Urban
Karnataka | 560092 | India

Head Office
38 | 60 Feet Road | G Block | Behind Big Mall
Sahakamager Main Road
Bengaluru (Bangalore) Urban
Karnataka | 560092 | India

Phone: +91 80 40007777
India - Bangalore
Bengaluru (Bangalore) Urban
Karnataka | 560092 | India



11th Aug 2023

Era Interiors

Silver Oak Layout, JP Nagar

7th phase, JP Nagar

Bengaluru - 560078

Dear Ms. Chaya M S,

Congratulations! We are pleased to confirm that you have been selected to work for Era Interiors. We are delighted to make you the following job offer.

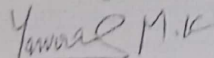
The position we are offering you is that of Interior Designer at a monthly salary of 18,000 per month. This position reports to Partner – Yuvaraj. Your working hours will be from 10AM to 6PM, Monday to Saturday.

We would like you to start work on 14th August 2023 at 10 AM. Please report to Yuvaraj, for documentation and orientation. If this date is not acceptable, please contact me immediately.

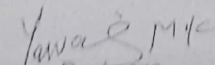
Please sign the enclosed copy of this letter and return it to me by 11th August 2023 to indicate your acceptance of this offer

We are confident you will be able to make a significant contribution to the success of Era Interiors and look forward to working with you.

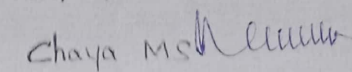
Sincerely,


Yuvaraj
Partner
Era Interiors

For Era Interiors


Partners

Accepted,


Chaya M S
Date - 11/8/23
PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bengaluru

3, 2nd floor, 24th Main Rd, Silver oak layout, JP Nagar 7th Phase, JP Nagar, Bengaluru- 560078
Mob: +91 9740137717 | Mail: infoeraint@gmail.com | Web: www.erainteriors.net

Aadhya Didactics Private Limited

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY 03rd October, 2023
Soldevanahalli Bangalore-560 107

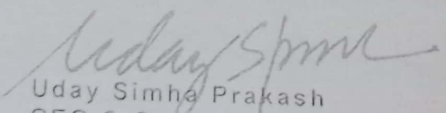
Mr. Ismail Pasha
Junior Engineer

Dear Mr. Ismail Pasha,

1. Consequent to the review of your performance during the probation period from 16th June, 2023 to 30th September, 2023, we have the pleasure in informing you that, your services are being confirmed with effect from 01st October, 2023. On confirmation you will be designated as "Assistant Project Engineer".
2. On Confirmation your revised gross salary will be Rs.21,500/- (Rupees Twenty One Thousand Five Hundred Only wef 01.10.2023). Management reserves the right to bifurcate the salary into basic and other allowance. All the Statutory deductions applicable to you shall be deducted from emolument.
3. Please note that either party will have the right to terminate the services after giving 1 (One) calendar month notice in writing or pay in lieu of one month's notice, now that you are a confirmed employee.
4. Please return to us the duplicate of this confirmation letter of appointment duly signed for our record, as token of acceptance.

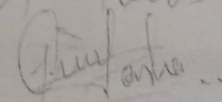
With best wishes,

For AADHYA DIDACTICS PRIVATE LIMITED


Uday Simha Prakash
CEO & Co Founder


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

DATE : 25/10/2023


ACCEPTED : ISMAIL PASHA

CIN : U80212KA2012PTC066395


No.491, Viswakarma, East End Main, 9th Block Jayanagar, Bangalore, Karnataka-560069


Nemmedi.in

getNemmedi@nemmedi.in
www.nemmedi.in

+91-80-26639780

academy@anpcpmc.com
www.scme.co.in


Praveen Mishra





P&P DESIGN STUDIO

Interior Design Residential,
Commercial & Corporate
Contracts & Turnkey Projects
Architectural Services

Off : 080 3587 1902
pandpdesignstudio5@gmail.com
No. 16, 6th Main Road, Vyalikaval,
Bangalore-560003

To,
Ms. Bandhavya. H. R
Hurugalavadi
Mandya-571425
Karnataka
Ph:-09148861671

Date: 08/09/2023

[Signature]

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ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Sub: Appointment Letter

Dear

With reference to your interview with us, we are delighted to appoint you in our organization, on the below mentioned terms and conditions.

Position: Interiors Designer

Date of joining: 07/09/2023

Salary: Your Gross salary shall be Rs. 15,000/- per month.

Notice Period: The Notice period for termination/resignation will be one month from either side.

Leave: You will be eligible to the benefits of the company's Leave rules on your confirmation in the company's service.

1. You will not (except in the normal course of the company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the company's products or to any matter with which applied to and obtained the written permission from the company.

2. You will be required to maintain utmost secrecy in respect of Project Documents, Commercial offer, Design Documents, Project cost & Estimation, Technology, Software Packages Licence, Company's Policies, Pattern & Trade Mark and Company's Human assets Profile.

3. You will be required to comply with all such rules and regulations by the company may frame from time to time.





Candidate Name (ID)
N S Bhuvan (24889211)

Date of Joining
26 Sep 2023

Telephone Number
9902123983

Date of Birth
25 Dec 2000

PAN Card
ENUPB9982F

Aadhar Card Number
664002534031

Cognizant Address

Cognizant Technology Solutions India Pvt. Ltd. Manyata Embassy Business
Park, Mahogany (F3), Hebbal Outer Ring Road, Rachenahalli, Bangalore,
560045

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ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- There is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarm systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, workers and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exit signs to safely exit the building to the nearest fire exit point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators, use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

- If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center immediately at

1111 1111 1111



Candidate Name (ID)
N S Bhuvan (24889211)

Date of Joining
26 Sep 2023

Telephone Number
9902123983

Blood Group
O+

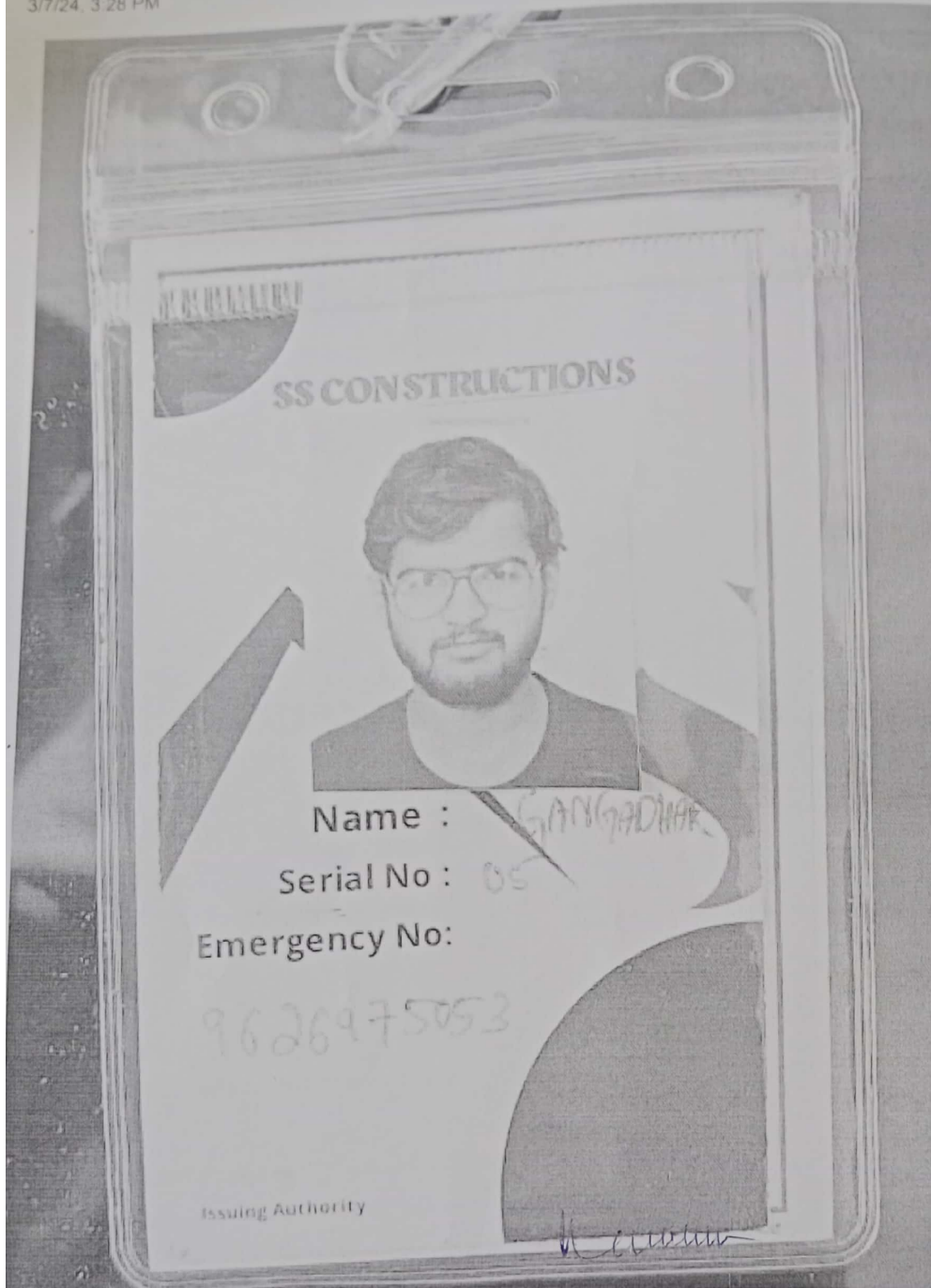
Date of Birth
25 Dec 2000

PAN Card
ENUPB9982F

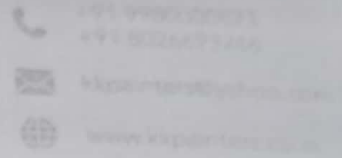
Aadhar Card Number
664002534031

Cognizant Address

Cognizant Technology Solutions India Pvt. Ltd. Manyata Embassy Business
Park, Mahogany (F3), Hebbal Outer Ring Road, Rachenahalli, Bangalore,
560045



PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



To,

25.11.2023

Mr. Anantharaju L R.
Koratagere,
Tumkur - 572129.

Sub: Offer Letter.

Dear Mr. Anantharaju L R.

This is with reference to your application for employment and subsequent interview with us. We are pleased to offer you employment in our organization.

- You will be designated as Assistant Quantity Surveyor. The scope of work, job responsibilities and perquisites will be as discussed and agreed with you.
- Your start date with KK Painters will not be later than 15th November 2023.
- You will be on probation of two months from the date of joining.
- An appointment letter will be issued to you once you join with us, subjected to verification of credentials and satisfactory completion of reference check.
- Your month gross compensation will be Rs. 18,000/- (Eighteen Thousand Only) subject to deduction as per terms and conditions.
- One year contract should be given.
- This offer of employment will be valid for a week from the date of offer.
- Please confirm the acceptance of this offer by signing on the space provided below and returning the signed copy of the duplicated attached.
- We welcome you to KK Painters and hope your association with will be mutually beneficial, pleasant, and fulfilling.

Yours Sincerely,

Authorised Signatory

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

Signed and Accepted :

Date

6/12/2023



KALPATARU

KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

KPIL/OFFER/PROJECTS/2023

22/06/2023

Mr. DEEPAK B G
275, KANTESH NILAYA, NRI LAYOUT, 5TH MAIN, 2ND CROSS
RAMAMURTHY NAGAR, BENGALURU 560016
Ph: 8073678323

Sub: Offer Letter

Dear Mr. Deepak,

With reference to your application & subsequent interview you had with us, we are pleased to inform you that you have been selected by us, on following terms and condition:

A	Designation	GRADUATE ENGINEER TRAINEE	D	Department	PROJECTS
B	Grade	T03	E	Joining Date	On 03/07/2023
C	Salary Offered	As per Annexure I	F	Location	Bengaluru

Appointment Letter

The detailed appointment letter along with various allowances applicable to your Grade will be issued on your joining;

Documents

As a part of your Appointment and joining, you are requested to submit your Testimonial's and other relevant documents mentioned in Annexure-II

Medical Fitness

Your appointment is subject to our receiving a satisfactory report on your health. In this connection, you will be advised to undergo a "Pre-employment medical examination", as per Annexure-3.

Background verification

KPIL is committed to providing a safe and productive working environment. Please be informed that KPTL shall carry out a proper background verification and reference check of yours which shall deal with, including but not limited to, educational background, prior employment history, civil / criminal antecedents (if required) and other related information and activities. In the event of any unsatisfactory result/information of whatever nature transpires from such background verification or reference check then KPTL may reserve the right to revoke this offer, even after you have joined the company. In this regards KPTL's Decision shall be final and binding on you.

Contact:

In case of further clarification, please contact 080-61771500 at anjani.k@kalpatarupower.com

For Kalpataru Projects International Limited,

Authorized Signatory

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Solvedanahalli Bangalore-560 107

Candidate's name & Signature

PN-Kindly Confirm within 07 days.

Bengaluru Office : Gold Tower, 2nd Floor, No. 50, Residency Road, Bengaluru : 560 025
Email : blore@kalpataruprojectsintl.com

Corporate Office: Kalpataru Synergy, 7th Floor, Opp. Grand Hyatt, Santacruz (E), Mumbai - 400055, India | Tel: 22 3064 2100/ 22 6885 1500
Registered Office: Plot No. 101, Part-III, G.I.D.C. Estate, Sector - 28, Gandhinagar - 382 028, Gujarat, India | Tel: +91 79 2321 4000
Email: info@kalpatarupower.com | Website: www.kalpatarupower.com | CIN: L40100GJ1981PLC004281



Scanned with Oken Scanner

Offer Letter

Dear Ms. Vedavathy,

We're happy to offer you the position of **Designer** in our **Creative Department** at Planotech Group of Companies. We were very impressed with your skills during the interviews and think you'll be a great addition to our team. Position: **Design team**
Department: **Creative** Location: **49 Ravish Gardenia, Ravish Mangroves**
Vaderahalli, Post, Vidyaranyapura, Bengaluru, Karnataka 560097 Employment
Type: Probation Start Date: **18-12-2023** Salary: ₹15000

In this role, you'll be responsible will be given on the Date of Joining. You'll work closely with Mr Darshan Kumar to help our company achieve its goals.

Here are the key details:

1. Compensation: Your salary will be ₹15,000, starting on 18-12-2023.
2. Benefits: You'll be eligible for our company benefits, including [Specify Benefits, e.g., health insurance, retirement plans, etc.].
3. Work Schedule: Your regular hours will be discussed on the final round of meeting. You may need to work overtime at times.
4. Probation Period: You'll be on probation for 3 Months so we can evaluate your performance.
5. Termination: Either party can end your employment with 6months written notice.
6. Confidentiality: You'll need to sign our confidentiality agreement to protect company information.

This offer is valid only if you confirm your acceptance.

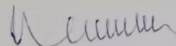
Welcome to Planotech Group of Companies, and we look forward to having you on board

Regards,

HR Department



Planotech Group of Companies


PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

Ref No.: TRAINEE/AICPL/OFFER/ 06

Date: 10.08.2023

Mr. Suhas K U
Koragere ,
Yalanadu post huliyaaru hobali,
Chikkanayakanahalli,
Tumkur,
Karnataka-572214

Sub: Offer Letter

Dear Suhas,

We are pleased to offer you the position of GET-Civil at our AIC Infrastructures Pvt Ltd. You are requested to report to our Project office by 17.08.2023.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following remuneration beginning on your joining date:

- Salary: Gross starting salary of Rs. 18,000/- per month, subject to tax and other statutory deductions.
- Bachelor Accommodation and Food will be provided as per company policy.
- Notice period for the separation will be one month.

This offer letter is valid till 17.08.2023.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR Department.

Please submit the following documents to HR at the time of acceptance of your offer letter by email:

- (1) Photocopies of your Educational Certificates
- (2) Certifications, if any
- (3) Experience/ Relieving Letters
- (4) Two Colour Passport-size Photos
- (5) Latest Salary Slip from your Previous Organization
- (6) Proof of Address (Aadhar Card & Passport Copy)
- (7) NOC /Police Verification Certificate is mandatory of Airport Entry Permit.

We look forward to welcome you aboard.

Sincerely,

For AIC Infrastructures Pvt Ltd.

Authorised Signatory



PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldavanahalli Bangalore-560 107

CIN: U45400MH2014PTC259591

Corporate Office : A-01 / 101, Krishna Apartments, Juhu Lane, Andheri (W), Mumbai - 400058



Scanned with Oken Scanner

LICPL_HR_0253_2023075_034

24 Aug 2023

To,
Alok B.
Bengaluru
India

OFFER FOR THE POST OF "CAD Technician"

Dear Mr. Alok,

With reference to your meeting with us, we are pleased to offer you the post of "CAD Technician". Salary details as mutually discussed is attached in (Annexure I). You will be primarily assigned in Bangalore office and will be relocated as per project requirement.

You are requested to report on duty from **28 August 2023**, along with all the testimonials as per the details attached (Annexure II) failing which this offer will stand cancelled. This offer is subjected to your reference check which is currently under process. Appointment letter with all the terms and conditions shall be handed out to you within the weeks following your joining.

Kindly revert with the signed offer letter as soon as possible after receipt as a token of your acceptance on the same.

Thanking you,

Yours faithfully,
For Lindner India Construction Private Limited


Johann Bes
Authorized Signatory
 **Lindner**
India Construction Pvt. Ltd.
38 | 60 Feet Road | G Block | Behind Big Mart
Sahakarnagar Main Road | Sahakarnagar
Bengaluru (Bangalore) Urban
Karnataka | 560092 | India


Alok B
Received & Accepted

Encl: List of testimonials



MICPLGOA@GMAIL.COM



+91 9960 82 3393

806, GERA'S IMP STAR
PANAJI 403 001
GOA

INTERNSHIP OFFER LETTER

Dear Darshan,

We are pleased to offer you an internship at our company in the Execution department on a Position of **"Management Trainee."** Your internship shall commence on 17th July 2023 and shall end on 16th Jan 2024 ("6 Months") The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. You are eligible for a stipend of Rs 12,000 during the Term which shall be paid on Monthly basis to you during your internship to the satisfaction of the Company. You will not be entitled for any other claim such as PF, ESIC or any other allowances during this period.
3. Your timings will be from 9:00 AM to 6:00 PM, Monday to Saturday. Please be sure to bring documents with you on your first day to complete your profile.



4. You will sign a confidentiality agreement with the company before you commence your internship.
5. The internship cannot be construed as an employment or an offer of employment with MICPL.

Please confirm your acceptance of the terms of this offer by 15th July 2023 failing which, we have the right to cancel the internship. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.



Mayuri Desai
Consulting HR
Mayur Infra Construction Pvt Ltd

Darshan Bhat





September 11, 2023

Letter of Appointment

Dear Ronit Raj,

Congratulations! We are delighted to offer you a Associate Analyst - Cat Exp with Lowe's Services India Private Limited, Bengaluru (hereinafter referred to as the "**Company**") on the following terms and conditions:

1. Appointment

Your appointment is effective from September 11, 2023.

2. Place of work & mobility

Your principal place of employment shall be Bengaluru, Karnataka, India. However, at the sole discretion of the Company, you may be transferred/deputed to other location/s in India or abroad and/or from one department to another or from establishment to another and/or to any concern including to any of the Company's affiliates in any location within or outside of India in which the Company may be having any interest whether existing or which may be set up in the future. You will automatically be governed by the policies and service conditions applicable to new assignments and locations, in addition to what is mentioned here, unless contradictory.

3. Compensation

- a. Your annual fixed compensation will be **INR 720000** per annum.
In addition, you would be eligible for discretionary variable pay plan which is subject to applicable Company policies.. The details of compensation are enclosed as '**Annexure A**'. You agree that periodic and consistent overall performance and performance parameters set by the Company will guide your future salary revision/s. The performance parameters may change as per management discretion from time to time.
- You will be eligible for relocation benefits as per Company Policy. If your employment with the Company ends for any reason within twelve (12) months from the date of joining, the Company reserves the right to recover 100% of the monetary value of the relocation benefits paid to you and you shall be liable to repay the relocation benefits amount in full without any protest or demur.
- b. Your salary will be subject to income tax deduction at source (TDS) as per the prevailing taxation laws and will be credited to your bank account by the last working day of every month.
- c. You shall strictly keep details of your salary, compensation, terms and conditions of your employment, confidential within and outside the Company at all times.
- d. You will be eligible to participate in variable pay Program which would vary according to your business/role goals and metrics during the performance period and payments under this plan are granted at the sole discretion of the Company.

4. Probation

You will be on probation for a period of three (3) months from the date of joining. At the end of your probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. Your confirmation is also subject to your submitting the documents and completion of online joining formalities as per Company policy.

The Company reserves the right to either extend the probationary period or invoke termination of this Letter of Appointment in the event your performance is not up to the expectations.

5. Notice Period

During probation, your services can be terminated with fifteen (15) days' notice or salary thereof by either parties. Post confirmation, you will be required to mandatorily provide two (2) months' notice or pay salary in lieu thereof in case you decide to resign from the Company, unless the Company at its sole discretion waives off the notice period or part thereof. The Company can unilaterally terminate your services by giving two months' notice or paying salary in lieu thereof.

6. Background Verification (BGV)

The Company conducts BGV prior to or after your expected joining date to validate including but not limited to your identity, the address, education details, prior work experience, if any, and conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, with the outcome of the

Lowe's Services India Private Limited

Building Willow – L2, Manyata Embassy Business Park, SEZ, Outer Ring Road, Nagawara, Bengaluru -560 045

CiN: U72300KA2013PTCO69867 | Ph: +91 080-67674000 | Email: india.communications@lowes.com

Website: www.lowes.co.in



BGV, the Company at its sole discretion, reserves the right to terminate your services with immediate effect without serving any notice period or salary in lieu thereof.

7. Confidentiality

- e. As a condition of employment, you agree to sign and be bound by the Employee Confidentiality and the Agreement as set out in Annexure B.
- f. In the event of breach of the Agreement (Annexure B), the Company reserves the right to take appropriate action against you, including and not limited to termination of your employment.

8. Performance of Duties & Conflict of Interest

You shall devote yourself exclusively to the business of the Company and its affiliates at all times during your employment with the Company. You shall observe the following conditions strictly:

- g. You shall, at all times, be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- h. You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, which in the Company's opinion will be detrimental to the Company's interest, in any capacity (including but not limited to independent contractor, employee, consultant, principal, agent, joint venture, director, partner and trustee), whereby you may earn or receive, directly or indirectly any monetary benefit.
- i. You are restrained from soliciting or canvassing any employee, customer or partner of the Company or its affiliates to work directly or indirectly with you or any venture which you are interested, in any capacity during the term of this Letter of Appointment and for a period of twelve (12) months after your separation from the Company.

9. Termination of Employment

In addition to the provisions of termination provided elsewhere in this Letter of Appointment, the Company shall have the right to terminate your employment without notice or payment in lieu thereof if;

- i. You commit any material breach of any of your duties and responsibilities under this Letter of Appointment and/or the policies of the Company from time to time including Code of Business Conduct and Ethics.
- ii. On the grounds of misconduct as prescribed in the internal policies for violation of the provisions of the policy or prescribed standards of conduct.
- iii. Your performance is found unsatisfactory and does not cover minimum performance requirements provided under applicable policies and despite being given reasonable opportunities to improve including but not limited to a formal performance improvement plan.
- iv. Your non-adherence to a performance improvement plan or terms and conditions thereof, as and when required by the Company, shall amount to misconduct that warrants termination.
- v. You are charged with any criminal offense which is prejudicial to the interests of the Company.
- vi. The Company is restricted from continuing to employ you by reason of any other legal incapability.

On termination of employment for any reason, you will immediately surrender to the Company, all equipment and information which are in your possession or under your control, including but not limited to confidential information, correspondence, specifications, formulae, books, documents, laptop, design documents, source codes, mobile phones etc., belonging to the Company or its affiliates. You shall not make or retain any copies of these items and continue to be bound by the terms of the Agreement. You must, if required by the Company, confirm in writing that you have complied with your obligation under this clause

10. Retirement

An employee shall automatically retire from services of the Company upon reaching at the age of sixty (60) years or such retirement age, as may be notified by the Company from time to time. You will retire from services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

11. Representations and Warranties

- j. You represent and warrant to the Company that you are not bound by any restrictive covenants, including but not limited to non-competition, non-disclosure and non-solicitation covenants binding you under any previous employment agreements and/or contracts. You agree to indemnify and hold harmless the Company for any liability that the Company may incur as a result of the existence of any such covenants, obligations or commitments.
- k. You further warrant that (i) you are free to enter into employment with the Company without violation of any third party rights including any former employer, (ii) you are not a party to any arrangement which will compromise your ability to carry out your duties for the Company, and (iii) all information provided by you to the Company, including information set forth in your resume, information provided during the interview process and information in any employment application, is truthful and accurate.

12. Other Terms and Conditions

- a. The terms and conditions of employment not covered by this Letter of Appointment and the Employee



Confidentiality, Intellectual Property and Invention Assignment Agreement (hereinafter referred to as the "Agreement"), such as, hours of work, annual leaves, sick leaves, etc. shall be as per the rules, regulations and policies applicable to Company's employees, from time to time, and these rules and regulations and policies applicable to Company's employees, from time to time, and these rules and regulations will be deemed incorporated herein by reference. Your leave entitlement will be as per the Company's policy notified by the management from time to time. Please check with HR for your leave entitlement for any current year.

- b. You hereby acknowledge and agree to abide by all internal policies of the Company, which you will be able to access, upon joining on Company intranet. These policies cover various human resources and administrative topics and procedures including zero tolerance policy towards any form of sexual harassment. The Company reserves the right to change these policies at any time in its absolute discretion.
- c. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. If rotational shifts require you to work at night shifts, the policies relating to night shift work (if in force) will be made applicable to you.
- d. You agree, both during your employment and thereafter, to refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably would know to be disparaging, negative, or likely to be harmful to the business of the Company, its shareholders, affiliates, parent, group companies, officers, directors or employees, publicly or otherwise, except as may be required by law. You also agree to refrain from suggesting anyone that any written or oral statements be made which you know or reasonably should know to be disparaging or negative concerning the Company or urging or influencing any person to make such statement.
- e. The Company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you.
- f. This Letter of Appointment constitutes the entire agreement between you and Company regarding the terms of your employment and it is the complete, final and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.
- g. This Letter of Appointment shall be governed by and construed in accordance with the laws of India. Any dispute arising out of the employment terms of service shall be subject to the exclusive jurisdiction of a competent court in Bengaluru, India.
- h. If any of the terms or conditions of this Letter of Appointment are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this Letter of Appointment and the remaining terms and conditions shall continue in force.

For **Lowe's Services India Pvt. Ltd.**

Authorized Signatory



ANNEXURE - A

Name	Ronit Raj
Designation	Associate Analyst - Cat Exp
Grade	Grade 10
Department	LWS_IND_SSC-B Digital Commerce
Fixed Cost	720000
Variable Cost	10%

Salary Components	Amount Per Annum (Rs.)	Amount Per Month (Rs.)
Basic	384000	32000
House Rent Allowance	120000	10000
Special Allowance	144000	12000
PF Employer Contribution	24000	2000
Statutory Bonus	60000	5000
FIXED COST TO COMPANY	720000	60000

BENEFITS

Gratuity	As per Payment of Gratuity Act, 1972
Group Term Life Insurance	3 times of Fixed CTC
Group Medical Insurance	INR 700,000 (Self, spouse and 2 children), out of this INR 300,000 is also available to cover your parents
Group Accident Insurance	3 times of Fixed CTC



NOTE:

Special Allowance - Flexible Compensation Plan (FCP) guidelines (eligible for Tax Exemption)	
Category	Max. eligibility as per IT guidelines
NPS	Up to 10% of Annual Basic
Leave Travel Allowance (LTA)	1 month Basic /Up to Rs.2,00,000/- per annum
	*2 journeys in a block of 4 years
Telephone Bills	Max. Rs.15,000 per annum for 1 connection
Internet Connection	Max. Rs.15,000 per annum for 1 connection

****Total Deductions:** Professional Tax (PT); Tax Deducted at Source (TDS) if applicable. PF - Employer and Employee contribution to be deducted from CTC

Note: Variable pay plan is based on-Company's financial performance at a given fiscal year. The variable amount is paid once in a year i.e., during March. The variable payout percentage may vary from 0% to 200%. Employees hired post 31st December will be eligible to participate in the variable plan of new fiscal year. Company at its discretion may change the Benefits from time to time and Benefits, as may be provided by Company shall not be part of service conditions or terms and conditions of your employment with Company.

Note: Contribution to Provident Fund in case of those falling within the definition of "International Worker" under the Employee's Provident Funds and Miscellaneous Provisions Act, 1952 will vary and shall be in accordance with applicable law.

I hereby agree to accept the terms and conditions outlined above.

Name: Ronit Raj

Signature:

Date:

Please respond with your acceptance to this letter within three (3) business days, failing which the terms and conditions of this Letter of Appointment will not be valid. In case you require an alternate joining date, please contact your recruiter as soon as you receive this letter, to agree on a start date. If you do not confirm your acceptance or we are unable to set an alternate date, the terms and conditions of this Letter of Appointment will not be valid.

Your joining will be confirmed subject to completion of the online joining formalities as per Company policy, failing which the terms and conditions of this Letter of Appointment will not be valid.

For Lowe's Services India Pvt. Ltd.

Authorized Signatory



ANNEXURE B

Employee Confidentiality, Intellectual Property and Invention Assignment Agreement ("Agreement")

1. Definitions

- a. Lowe's" means Lowe's Services India Private Limited and any and all of its current or future parents, subsidiaries, affiliated Companies, divisions, and any successor thereto, and individual retail stores.
- b. "Termination Date" means the date that employee ceases to be employed by Lowe's for any reason other than death.

2. Consideration

- a. Employee acknowledges that employment with Lowe's as well as the provision of compensation constitute good, valuable and sufficient consideration for Employee's entering into this Agreement and Employee's performance under this Agreement.
- b. Employee acknowledges and agrees that this Agreement is entered into in conjunction with Employee's employment with Lowe's in order to protect Lowe's legitimate business interests and customer relations.

3. Applicability to Past Activities:

The Company and Employee acknowledges that Employee may have performed work, activities, services or made efforts on behalf of or for the benefit of the Company, or related to the current or prospective business of the Company in anticipation of my involvement with the Company, that would have been within the scope of my duties under my Letter of Appointment with the Company and this Agreement if performed during the term of this Agreement, for a period of time prior to the Effective Date of this Agreement (the "Prior Period"). Accordingly, if and to the extent that, during the Prior Period: (a) Employee received access to any information from or on behalf of the Company that would have been Confidential Information (as defined below) if Employee received access to such information during the term of this Agreement; or (b) Employee (i) conceived, created, authored, invented, developed or reduced to practice any item (including any intellectual property rights with respect thereto) on behalf of or for the benefit of the Company, or related to the current or prospective business of the Company in anticipation of my involvement with the Company, that would have been an Invention (as defined below) if conceived, created, authored, invented, developed or reduced to practice during the term of this Agreement; (ii) entered into any agreement to register any domain names on behalf of the Company through a domain name registrar or otherwise (each, a "Domain Name Registration"); or (iii) incorporated into any such item in (i) any pre-existing invention, improvement, development, concept, discovery or other proprietary information that would have been a Prior Invention (as defined below) if incorporated into such item during the term of this Agreement; then any such information shall be deemed "Confidential Information" hereunder and any such item shall be deemed an "Invention" or "Prior Invention" hereunder, and this Agreement shall apply to such activities, information or item as if disclosed, conceived, created, authored, invented, developed or reduced to practice during the term of this Agreement.

4. Photography, Video, Likeness and Publicity Waiver and Release.

Employee understands that images of me and images of my property may be taken by photography, video or other means, and Employee consents to the use of any and all images without compensation or consideration beyond the compensation that Employee receives under my employment with the Company. Employee hereby agrees to provide to the Company my name, likeness, image, voice, appearance, access to take images of my property, biographical information and/or information related to my employment (collectively, "Information"). Employee further agrees as follows:

- a. That photographs, digital and/or audio recordings, film or tape formats or other media ("Media") may be made of the Information, and that the Company is the sole owner of such Media and Information, including any developments, drawings, discoveries, ideas, inventions, or works of authorship contained therein. Employee hereby authorizes and grants to the Company the non-exclusive, fully paid-up, royalty-free, perpetual and irrevocable right and license, with right to transfer and sublicense, to share and/or post, publish, promote, copy, reproduce, distribute, display, perform, prepare derivative works of and otherwise modify, sell, offer to sell, digitize, transmit and otherwise use and exploit the Information and Media for the Company's internal and/or external purposes, including, without limitation, marketing and advertising purposes. Employee hereby waives any right Employee have to review or make comments on the Information and/or Media prior to its use.
- b. Release, discharge and agree to hold harmless the Company and the officers, directors, employees, agents, insurers, servants and attorneys thereof ("Released Parties") from any and all liability arising out of their use of the Information and/or Media, and Employee agrees not to make any claim against any of the Released Parties as a result of the use of the Information and/or Media including, without limitation, any claim (i) that such use invades any right of privacy and/or publicity, any claims based on defamation, libel, slander, passing off, false light, copyright or trademark infringement or (ii) based on any alleged or actual blurring, distortion, alteration of or change in quality or inaccuracy, whether deliberate or not, that may occur in recording and reproducing the Information and/or Media.
- c. For the purposes of this Section 4, Employee acknowledges and agrees that the term 'Company' shall mean and include Lowe's Services India Private Limited and/or its affiliates.

5. Confidential Information.

- a. Protection of Information. Employee understands that during the Relationship, the Company intends to provide



me with certain information, including Confidential Information (as defined below), without which Employee would not be able to perform my duties to the Company. At all times during the term of the Relationship and thereafter, Employee shall hold in strictest confidence, and not use, except for the benefit of the Company to the extent necessary to perform my obligations to the Company under the Relationship, and not disclose to any person, firm, corporation or other entity, without written authorization from the Company in each instance, any Confidential Information that Employee obtains, access or creates during the term of the Relationship, whether or not during working hours, until such Confidential Information becomes public and widely known and made generally available through no wrongful act of mine or of others who were under confidentiality obligations as to the item or items involved. Employee shall not make copies of such Confidential Information except as authorized by the Company or in the ordinary course of my obligations to the Company under the Relationship.

- b. Confidential Information. Employee understands that "Confidential Information" means any and all information and physical manifestations thereof not generally known or available outside the Company and information and physical manifestations thereof entrusted to the Company in confidence by third parties, whether or not such information is patentable, copyrightable or otherwise legally protectable. Confidential Information includes, without limitation: (i) Company Inventions (as defined below); and (ii) technical data, databases, trade secrets, know-how, research, product or service ideas or plans, software codes and designs, algorithms, developments, inventions, patent applications, laboratory notebooks, processes, formulas, techniques, biological and other materials, mask works, engineering designs and drawings, hardware configuration information, agreements with third parties, lists of, or information relating to, employees and consultants of the Company (including, but not limited to, the names, contact information, jobs, compensation, and expertise of such employees and consultants), lists of, or information relating to, suppliers and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during the Relationship), price lists, pricing methodologies, cost data, market share data, marketing plans, licenses, contract information, business plans, financial forecasts, historical financial data, budgets or other business information disclosed to me by the Company either directly or indirectly, whether in writing, electronically, orally, or by observation.
- c. Third Party Information. Employee's agreements in this Section 5 are intended to be for the benefit of the Company and any third party that has entrusted information or physical material to the Company in confidence. During the term of the Relationship and thereafter, Employee will not improperly use or disclose to the Company any confidential, proprietary or secret information of my former employer(s) or any other person, and Employee will not bring any such information onto the Company's property or place of business.
- d. Other Rights. This Agreement is intended to supplement, and not to supersede, any rights the Company may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.\

6. Lowe's Property.

- a. Due to Employee's employment with Lowe's, Employee may have or may gain access to or control over various kinds of documents and other materials that concern the business of Lowe's. Such documents and materials include but are not limited to Confidential Information, policy or procedure statements, correspondence, e-mails, memoranda, plans, proposals, customer profiles or demographic reports, marketing and sales documents, financial or legal documents or records, reports, drawings, blueprints, flow charts, laboratory notebooks, inventory, products, designs, and equipment or reproductions of any of the aforementioned items developed by me pursuant to the Relationship or otherwise belonging to the Company, its successors or assigns ("Lowe's Property").
- b. Employee understands and agrees that all such Confidential Information, documents and materials, as well as the information contained therein, are and will at all times remain the property of Lowe's.
- c. Employee will not use any property of Lowe's, for Employee's personal gain or in any manner that might be adverse to the interests of Lowe's. Employee agrees that Employee will not remove any such property of Lowe's (including any copies of any documents) from the premises of Lowe's except as Lowe's permits. On or before the Termination Date, Employee will return to Lowe's all such Lowe's property (including any copies of documents) which Employee removed or caused or allowed to be removed from the premises of Lowe's. Additionally, prior to leaving, Employee shall cooperate with the Company in completing and signing the Termination Certification. Employee will not, at any time thereafter, and except as specifically and expressly authorized by Lowe's, use any Lowe's Property.

7. Ownership of Work Product.

Lowe's will own all Work Product (as defined below). All Work Product will be considered work made for hire or in the course of employment by Employee on Lowe's behalf.

- a) **Assignment:** Employee hereby assigns, without further consideration, Employee's entire right, title, and interest in all Work Product and Inventions, whether or not belonging to Lowe's, involving (i) Trade Secrets (as defined below), Indian, U.S. and international copyrights, patent applications, patents, inventions and other intellectual property rights and other proprietary rights therein and thereto and (ii) Derivative Works of and to the forgoing in (i) and (ii) to Lowe's, its successors, and assigns. Employee hereby also waives any and all claims that Employee may now or hereafter have in any jurisdiction. Any assignment of Company Inventions includes all rights of attribution, paternity, integrity, modification, disclosure and withdrawal, and any other rights throughout the world that may be known as or referred to as "moral rights," "artist's rights," "droit moral," or the like (collectively, "Moral Rights"). To the extent that Moral Rights cannot be assigned under applicable law, I hereby waive and agree not to enforce any and all Moral Rights, including, without limitation, any limitation on subsequent modification, to the extent permitted under



applicable law. For the avoidance of doubt, it is hereby clarified that the failure of Lowe's to exercise any of the rights granted under this Agreement shall not cause the assignment of any rights, as applicable to lapse and both the Employee and Lowe's expressly waive the application of Section 19(4) of the Copyright Act, 1957. If Employee have any rights to the Company Inventions, other than Moral Rights, that cannot be assigned to the Company, I hereby unconditionally and irrevocably grant to the Company during the term of such rights, an exclusive, irrevocable, perpetual, worldwide, fully paid and royalty-free license, with rights to sublicense through multiple levels of sublicensees, to reproduce, distribute, display, perform, prepare derivative works of and otherwise modify, make, have made, sell, offer to sell, import, practice methods, processes and procedures and otherwise use and exploit, such Company Inventions. The assignment of Company Inventions set forth in this Section shall not be terminated for any failure of Company to exercise such assigned rights in whole or in part. All right, title and interest, including all ownership rights in the Company Inventions shall not be waived if not exercised by Company within one (1) year of such assignment, transfer and conveyance.

- b) **Inventions Retained and Licensed:** The enclosed Exhibit A, a complete list describing with particularity all Inventions (as defined below) that, as of the Effective Date: (i) have been created by or on behalf of me, and/or (ii) are owned exclusively by me or jointly by me with others or in which Employee have an interest, and that relate in any way to any of the Company's actual or proposed businesses, products, services, or research and development, and which are not assigned to the Company hereunder (collectively "Prior Inventions"); or, if no such list is attached, Employee represents and warrants that there are no such Inventions at the time of signing this Agreement, and to the extent such Inventions do exist and are not listed on Exhibit A, Employee hereby irrevocably and forever waive any and all rights or claims of ownership to such Inventions. Employee understands that my listing of any Inventions on Exhibit A does not constitute an acknowledgement by the Company of the existence or extent of such Inventions, nor of my ownership of such Inventions. Employee further understands that Employee must receive the formal approval of the Company before commencing my Relationship with the Company.
- c) **Use or Incorporation of Inventions:** If in the course of the Relationship, Employee uses or incorporates into any of the Company's products, services, processes or machines any Invention not assigned to the Company pursuant to Section 7(a) of this Agreement in which Employee have an interest, Employee will promptly so inform the Company in writing. Whether or not Employee give such notice, Employee hereby irrevocably grants to the Company a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Invention and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute such Invention under all applicable intellectual property and proprietary rights laws without restriction of any kind.
- d) **Intellectual Property Rights:** Employee shall assist the Company, or its designee, at its expense, in every proper way in securing the Company's, or its designee's, rights in the Company Inventions and any copyrights, patents, trademarks, mask work rights, Moral Rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company or its designee of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordation's, and all other instruments which the Company or its designee shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive and shall never assert such rights, and in order to assign and convey to the Company or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to such Company Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. My obligation to execute or cause to be executed, when it is in my power to do so, any such instrument or papers shall continue during and at all times after the end of the Relationship and until the expiration of the last such intellectual property right to expire in any country of the world. Employee hereby irrevocably designates and appoints the Company and its duly authorized officers and agents as my agent and attorney-in-fact, to act for and in my behalf and stead to execute and file any such instruments and papers and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters patent, copyright, mask work and other registrations related to such Company Inventions. This power of attorney is coupled with an interest and shall not be affected by my subsequent incapacity. Further, Employee agrees to execute all such other documents as may be necessary to give effect to the terms of this Section 7(d).
- e) **Protection:** Lowe's, its successors and its assigns, will have the right to obtain and hold, in its or their own name(s), copyrights, patents, trademark or service mark registrations, and any other protection available in Work Product.
- f) **Maintenance of Records:** Employee shall keep and maintain adequate and current written records of all Company Inventions made or conceived by me (solely or jointly with others) during the term of the Relationship. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, or any other format. The records will be available to and remain the sole property of the Company at all times. Employee shall not remove such records from the Company's place of business or systems except as expressly permitted by Company policy which may, from time to time, be revised at the sole election of the Company for the purpose of furthering the Company's business. Employee shall deliver all such records (including any copies thereof) to the Company at the time of termination of the Relationship as provided for in Section 6.
- g) **Acts Necessary for Perfection of Ownership Rights:** Employee agrees to perform, upon Lowe's reasonable request, during or after Employee's employment, such further acts as may be necessary or desirable to transfer, perfect, and defend Lowe's ownership of Work Product. When requested, Employee will:
 - I. Execute, acknowledge and deliver any requested declarations, affidavits and/or documents of assignment and conveyance;
 - II. Obtain and aid in the enforcement of copyrights, Trade Secrets and, if applicable, patents, trademarks or service marks with respect to the Work Product in any country;
 - III. Provide testimony in connection with any proceeding affecting the right, title or interest of Lowe's in any Work



- Product; and
- IV. Perform any other acts deemed necessary or desirable to carry out the purposes of this Agreement.

If Lowe's is unable, after reasonable effort, to secure Employee's signature on any document deemed necessary to vest in Lowe's all of Employee's right, title, and interest in and to any Work Product, and/or to enable such right, title, and interest to be recorded, whether because of Employee's physical or mental incapacity or for any other reason, Employee hereby irrevocably designates and appoints Lowe's and its duly authorized officers and agents as Employee's agent and attorney in fact to act for and in Employee's behalf and stead to execute and file all such documents and to do all other lawfully permitted acts to further the prosecution, issuance and recordation of any letters patent, copyright or other protections available for such Work Product with the same legal force and effect as if executed by Employee.

8. Definition of Work Product

For purposes hereof, "Work Product" will mean all intellectual property rights, including without limitation all rights in Trade Secrets, Indian, U.S. and international copyrights, trademarks, service marks, patentable inventions, discoveries and improvements, and other rights in any formulations, products, apparatus, compositions of matter, methods, programming, documentation, technology, or other information or work that relates to Lowe's business and interests and that Employee conceives, develops, or delivers to Lowe's at any time during the term of Employee's employment or other representation of Lowe's, including without limitation all rights in any formulations, products, apparatus, compositions of matter, methods, programming, documentation, technology, or other information or work that is or was conceived, created or developed in whole or in part by Employee while employed by Lowe's and that either (1) is created or improved within the scope of Employee's employment by Lowe's or (2) is created or improved in whole or in part by using Lowe's time, resources, data, facilities, or equipment. Work Product will also include all rights in any formulations, products, apparatus, compositions of matter, methods, programming, documentation, technology, or other information or work that is now contained in any of Lowe's products or systems, including development and support systems, to the extent Employee conceived, developed, or delivered such Work Product to Lowe's prior to the date of this Agreement while Employee was engaged as an independent contractor or an employee of Lowe's. Employee hereby irrevocably relinquishes for the benefit of Lowe's and its assigns any moral or legal rights in Work Product recognized by applicable law.

9. Definition of Inventions:

"Inventions" means all discoveries, developments, concepts, designs, ideas, know how, inventions, trade secrets, domain names, Domain Name Registrations, data, and/or original works of authorship, whether or not patentable, copyrightable or otherwise legally protectable. Employee understands this includes, but is not limited to, any and all new products, machines, articles of manufacture, biological and other materials, methods, procedures, processes, techniques, uses, equipment, devices, apparatuses, systems, compounds, formulations, compositions of matter, designs or configurations of any kind, and all modifications, improvements, translations and derivative works ("Derivative Works") thereof and thereto. Employee understands that "Company Inventions" means any and all Inventions that Employee may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of the Relationship or otherwise in connection with the Relationship, except as otherwise provided in Section 7 (g).

10. Definition of Trade Secrets:

For purposes of this Agreement, a "Trade Secret" is any information that:

- I. Derives economic value, actual or potential, from not being generally known to, and not being readily ascertainable by proper means by, other persons who can obtain economic value from its disclosure or use; and
- II. Is the subject of efforts that are reasonable under the circumstances to maintain its secrecy. The term "Trade Secret" includes, without limitation, technical or nontechnical data, formulas, methods, patterns, compilations, programs, devices, methods, techniques, drawings, processes, financial data, financial plans, product plans, marketing plans or lists of actual or potential customers or suppliers.

11. Notice to Third Parties: During the Relationship and for a period of twelve (12) months immediately following the termination of the Relationship, Employee shall inform any entity or person with whom Employee may seek to enter into a business relationship (whether as an owner, employee, independent contractor or otherwise) of my contractual obligations under this Agreement. Employee acknowledges that the Company may, with or without prior notice to me and whether during or after the term of the Relationship, notify third parties of my agreements and obligations under this Agreement. Upon written request by the Company, Employee will respond to the Company in writing regarding the status of my employment or proposed employment with any party during and for a period of twelve (12) months immediately following the termination of the Relationship.

12. Representations and Covenants

- a. **Facilitation of Agreement:** Employee shall execute promptly, both during and after the end of the Relationship, any proper oath, and to verify any proper document, required to carry out the terms of this Agreement, upon the Company's written request to do so.
- b. **No Conflicts:** Employee represents and warrants that my performance of all the terms of this Agreement does not and will not breach any agreement Employee have entered into, or will enter into, with any third party, including without limitation any agreement to keep in confidence proprietary information or materials acquired by



me in confidence or in trust prior to or during the Relationship. Employee will not disclose to the Company or use any inventions, confidential or non-public proprietary information or material belonging to any previous client, employer or any other party. Employee will not induce the Company to use any inventions, confidential or non-public proprietary information, or material belonging to any previous client, employer or any other party. Employee represent and warrant that Employee has listed on Exhibit A all agreements (e.g., non-competition agreements, non-solicitation of customers agreements, non-solicitation of employees agreements, confidentiality agreements, inventions agreements, etc.), if any, with a current or former client, employer, or any other person or entity, that may restrict my ability to accept employment with the Company or my ability to recruit or engage customers or service providers on behalf of the Company, or otherwise relate to or restrict my ability to perform my duties for the Company or any obligation Employee may have to the Company. Employee shall not enter into any written or oral agreement that conflicts with the provisions of this Agreement.

- c. **Voluntary Execution:** Employee certifies and acknowledge that Employee has carefully read all of the provisions of this Agreement, that Employee understands and have voluntarily accepted such provisions, and that Employee will fully and faithfully comply with such provisions.

13. **Electronic Delivery:**

Nothing herein is intended to imply a right to participate in any of the Company's equity incentive plans, however, if Employee participates in such plan(s), the Company may, in its sole discretion, decide to deliver any documents related to my participation in the Company's equity incentive plan(s) by electronic means or to request my consent to participate in such plan(s) by electronic means. Employee hereby consents to receive such documents by electronic delivery and agree, if applicable, to participate in such plan(s) through an on-line or electronic system established and maintained by the Company or a third party designated by the Company.

14. **Successors and Assigns:**

- a) Employee acknowledges and agrees that Employee may not assign or transfer any of the obligations imposed under this Agreement. The obligations of this Agreement will be binding upon Employee and Employee's heirs, assigns, executors, administrators, and legal representatives.
- b) This Agreement will inure to the benefit of and be binding on any successors or assigns of Lowe's.

15. **Miscellaneous**

- a. **Notices.** Any notice, demand or request required or permitted to be given under this Agreement shall be in writing and shall be deemed sufficient when delivered personally or by overnight courier or sent by email, or forty-eight (48) hours after being deposited in the certified or registered mail with postage prepaid, addressed to the party to be notified at such party's address as set forth on the signature page, as subsequently modified by written notice, or if no address is specified on the signature page, at the most recent address set forth in the Company's books and records.
- b. **Remedies.** Employee acknowledges that violation of this Agreement by me may cause the Company irreparable harm, and therefore Employee agrees that the Company will be entitled to seek extraordinary relief in court, including, but not limited to, temporary restraining orders, preliminary injunctions and permanent injunctions, in addition to and without prejudice to any other rights or remedies that the Company may have for a breach of this Agreement.
- c. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed an original, and all of which together shall constitute one and the same agreement. Execution of a facsimile or scanned copy will have the same force and effect as execution of an original, and a facsimile or scanned signature will be deemed an original and valid signature.
- d. **Attorneys' Fees.** Should the Company use the services of an attorney to enforce any of its rights hereunder in an action in which the Company prevails, Employee shall pay the Company for all costs and expenses incurred, including reasonable attorneys' fees.

16. **Construction and Enforcement of Agreement:**

- a) Employee acknowledges that Lowe's has a legitimate business interest in preventing Employee from taking any actions in violation of the covenants provided in Sections 5, 6, 7,8 and 9 of this Agreement. Employee further acknowledges that Lowe's would be irreparably harmed if Employee violates any of these covenants or if any of these covenants are not specifically enforced. Accordingly, Employee stipulates that Lowe's will be entitled to (i) injunctive relief for the purpose of restraining Employee from violating those covenants (and no bond or other security will be required in connection therewith); (ii) specific performance of those covenants; and (iii) recover its reasonable attorneys' fees and costs incurred to enforce the covenants, in addition to any other relief to which Lowe's may be entitled. In the event that such an injunction is entered, the periods



established in Sections 6 and 7 will begin on the date of the injunction, rather than on the Termination Date.

- b) This Agreement contains the complete agreement between Lowe's and Employee with respect to the provisions contained herein.
- c) This Agreement may be modified or waived only by a writing signed by both Lowe's and Employee.
- d) Any waiver of a breach of this Agreement will not constitute a waiver of any future breach, whether of a similar or dissimilar nature.
- e) Employee understands and agrees that each provision of this Agreement is a separate and independent clause, and if any clause should be found unenforceable, that will not affect the enforceability of any of the other clauses herein. In the event that any of the provisions of this Agreement should ever be deemed to exceed the time, geographic area, or activity limitations permitted by applicable law, Lowe's and Employee agree that such provisions must be and are reformed to the maximum time, geographic area and activity limitations permitted by the applicable law, and expressly authorize a court having jurisdiction to reform the provisions to the maximum time, geographic area and activity limitations permitted by applicable law.
- f) This Agreement shall be governed by and construed in accordance with the laws of the Republic of India.
- g) Employee acknowledges that Employee has read this entire Agreement, fully understands its terms, and has had ample time to consider its terms. Employee is satisfied with the terms of this Agreement and agrees that its terms are binding upon Employee and Employee's heirs, assigns, executors, administrators and legal representatives.
- h) This Agreement shall be in effect as of the first day of Employee's employment with the Company, namely, **September 11, 2023**

For Lowe's Services India Private Limited.

Authorized Signatory

I hereby agree to accept the terms and conditions outlined above.

Name: Ronit Raj

Signature:

Date:



Exhibit A

**LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP
EXCLUDED UNDER SECTION 7(b) AND CONFLICTING AGREEMENTS DISCLOSED UNDER SECTION 12(b)**

The following is a list of (a) all Inventions that, as of the Effective Date: (i) have been created by me or on my behalf, and/or (ii) are owned exclusively by me or jointly by me with others or in which I have an interest, and that relate in any way to any of the Company's actual or proposed businesses, products, services, or research and development, and which are not assigned to the Company hereunder and (b) all agreements, if any, with a current or former client, employer, or any other person or entity, that may restrict my ability to accept employment with the Company or my ability to recruit or engage customers or service providers on behalf of the Company, or otherwise relate to or restrict my ability to perform my duties for the Company or any obligation I may have to the Company:

<u>Title</u>	<u>Date</u>	<u>Identifying Number or Brief Description</u>
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Except as indicated above on this Exhibit, I have no inventions, improvements or original works to disclose pursuant to Section 4(a) of this Agreement and no agreements to disclose pursuant to Section 8(b) of this Agreement.

___ Additional sheets attached

Signature of Employee:

Print Name of Employee: Ronit Raj

Date:

To,
The Principal,
Aryabharathi Polytechnic,
H. M. Gangadharaiiah Road,
Saraswathipuram,
Tumakuru - 572 105.

Sir,

Sub: Reporting for Duty - Reg.,

With reference to the above subject, I Mr./Ms. Vishrutha A S is reporting for duty as a Lecturer in the Department of Civil Engineering, on 1/08/2023, Tues day, FN.

In this connection, I have been informed that as per your esteemed institution's existing Rules & Norms, I am not supposed to quit/leave the post in the middle of one full Academic year or during middle of the Semester. I also know that I have to work at least up to 30th April, 2024 (i.e., till the end of current Academic year). In case, due to unavoidable circumstances, if I have to leave in the middle of the said period, I promise you that I will give minimum one month notice to the Institution. So that, your kindself can make alternate arrangements to avoid any inconvenience. While reporting for duty, I am told that I will be relieved of my said duties during vacation in the Probationary Period of first two years. I know the working hours is between 9.00 AM & 5.00 PM on all working days except Saturday wherein the working hours is between 9.00 AM & 2.00 PM.

I assure you that I will abide by all the Rules & Regulations of your esteemed institution.

Thanking you,

Yours faithfully,

Date : 1/08/2023
Place: Tumkur.

Vishrutha A S
Signature with Name
(Vishrutha A S)

Present Communication Address:

Hannuramthapura,
Kanare nilaya,
Gudipalya,
Tumkur

Ph: Landline: _____

Mobile : 9632234268