

Date: 21/Sep/2022

To

Karagana Duryodhana

Dear Duryodhana,

This is with reference to your application and subsequent interview you had with us. We are pleased to offer you employment as **Trainee Software Engineer** with **Eidiko Systems Integrators Pvt Ltd**. You shall join or before **19/Sep/2022** failing to do so, your offer will lapse automatically.

Eidiko Systems Integrators Pvt Ltd is a software services company that caters to diverse industry verticals in systems integration, middleware, security, and portal space.

Our Development Centers are located in Hyderabad, India, with sales offices across USA/UK to cater to its clientele. Eidiko Systems Integrators has been successfully empowering its customers with innovative end-to-end technology solutions.

Eidiko Systems Integrators is guided by a strong value system. These values nurture ethics empowerment, commitment and resilience and are practiced at every level. We provide continuous value to our customers through a combination of mature processes, best practices and unique delivery models.

On behalf of the company we welcome you to the Eidiko Family and we are sure that your tenure with us would be worthwhile, fruitful and pleasant.

Compensation:

CTC: Your Annual Gross CTC for the year, which is inclusive of Basic Salary and other Variable emoluments is **Rs.2,50,000/- Per Annum (Two Lakh Fifty thousand Rupees Only)**.

Please revert to us with your acceptance of this offer.

Wishing you all the best,

For EIDIKO SYSTEMS INTEGRATORS PVT LTD.



Ratan Sripurapu
Director Operations

Employment Terms and Conditions:

Working Hours:

The regular working hours of the company are 10:00 AM to 7:00 PM (Mon-Fri), employees working in client locations or handling clients at other geographies will follow the respective working timelines. You will be required to work in different time zones based on the company's business needs.

Work Location:

You will be based in Hyderabad, but the Company may require you to work at any of its locations and its subsidiary locations OR at customer sites, within OR outside India. The corporate HR function work out of Eidiko Systems Integrators Pvt. Ltd. Suite 1, First Floor, MJR MAGNIFIQUE, Khajaguda X Roads, Gachibowli, Hyderabad-(500008), TS, INDIA.

Background Verification:

The Company will have the right to carry out background checks on the documents and information provided by you after your reporting at Eidiko Systems Integrators. As a result of the background verification, reference checks or any subsequent inputs, if any information or documents supplied by you are found to be false or misleading, this employment contract will be rendered null and void and you will be liable to repay all expenses borne by the Company towards your hire, relocation, onboarding, training, and any salary paid to you.

Compensation Elements:

1. **Provident Fund:** You will be covered by the Eidiko Systems Integrators Pvt Ltd Employees' Provident Fund (PF) scheme. Under this plan, the company will make a statutory contribution to PF at the rate that the government may specify from time to time. The shared compensation includes both your contribution and the Company's contribution.
2. **Gratuity:** In accordance with the Payment of Gratuity Act, you are entitled to a gratuity upon the cessation of employment following the completion of at least five (5) years of uninterrupted service with the company. The amount towards gratuity accrual forms a part of the shared compensation.
3. **ESIC:** If you are qualified, you will be covered by the Employees' State Insurance Act, and the company will make a statutory contribution to your ESIC coverage. The shared compensation includes both your contribution and the Company's contribution.

NOTE:

a.) All statutory payments are shown based on current applicable practice and law, but they could change over time due to legislative changes. Additionally, any modifications to statutory payments resulting from a change in the law or another amendment to it will not be considered a change in the terms of your service, and you will not be notified of such a modification. However, the Company will make an effort to let you know about any changes or modifications to the statutory payment via a separate message.

As an employee of the Company, you shall be entitled to the following benefits subject to any modification made by the Company from time to time

1. Group Medical Insurance - In line with the Company's policy, the Medical Insurance policy held by the Company shall provide coverage for you and your immediate family (as specified in the Company's policy). Additionally, you can be protected by the Company's Overseas Medical Insurance Policy if you must travel abroad.

2. Annual Leave/Public Holidays: In accordance with the Company's Leave Policy, which is subject to change from time to time, you will be eligible for annual leaves and public holidays.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

Probationary Period:

1. You will be on probation for a period of Three months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. Depending on your performance and/or other factors, the Company maintains the right to modify the probationary period.
2. If your performance is deemed adequate at any point during your probationary period, the company may confirm your employment by a written communication. If you don't get the aforementioned written communication from the Company, your probation will be deemed extended for a maximum of 30 days.

CONFIDENTIALITY:

1.1 This is a very sensitive and confidential document. You are obligated to uphold secrecy at all times and make sure that the contents or details of this Letter are not shared with anyone.

1.2 You are aware that in the course of your employment with the Company, you shall have access to confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

1.3 You acknowledge and agree that all confidential information belonging to the company, its affiliates, or the clients or potential clients of the company or its affiliates may be provided to you in absolute confidence. Additionally, you consent to guard against any unauthorized use of all such sensitive information and to help the company preserve its confidentiality.

1.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential information other than as necessary to carry out the purpose for which it was shared with you;
- b) unless you have the company's prior written authorization, do not reveal, divulge, display, publish, or otherwise distribute any such confidential information;
- c) treat all such sensitive information with the same level of care that you do with your own confidential information, but in no circumstance less;
- d) protect such Confidential Information from being used, shared, or published without authorization;
- e) do not duplicate or replicate any such confidential information unless absolutely necessary for the purpose for which it was given to you.
- f) do not reveal such confidential information to any third party, especially those who compete with the company directly or indirectly or work in fields related to the company.
- g) not use such confidential information in any way that would be detrimental to the business, either directly or indirectly, or for the benefit of a third party or for commercial gain;
- h) neither obtain nor claim ownership of any understanding or knowledge gained as a result of such confidential information; and
- i) not use or seek to use any such sensitive information in a way that might potentially harm or cause loss, or that could reasonably be expected to harm or cause loss, to the Company, its affiliates, or its clients, whether directly or indirectly.

INTELLECTUAL PROPERTY:

2.1 "Intellectual Property Rights" refers to all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

2.2 You guarantee that every work you do for the company is entirely original and does not include any materials or works in which you or any other party claims ownership of intellectual property rights. You agree to hold the Company (and/or any of its affiliates, as applicable) harmless from any and all losses, liabilities, claims, actions, costs, and expenses, including reasonable attorney's fees and court costs, in the event that the Company is found to have violated any intellectual property rights belonging to a third party or is subject to a claim for doing so.

2.3 If, at any time during your employment with the Company, you (alone or with others), whether or not during regular business hours or arising in the course of your duties of employment, make,

conceive, create, discover, invent, or reduce to practise any invention, modification, discovery, design, development, improvement, process, software programme, work of authorship, documentation, formula, data, technique, know-how, trade secret, or any Intellectual Property Right whatsoever

- a) pertains to the operations of the Company (or its affiliate), its clients or suppliers, or any goods or services being created, produced, sold, or offered by the Company (or any of its affiliate), or which may be utilized in connection therewith;
- b) outcomes from work you've been given to do for the company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, purchased or contracted for by the Company or its affiliate,

As works are completed, such developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the company, and you shall immediately disclose to the company each such development and all relevant data without charge or delay, and without disclosing the same to anyone else (with all necessary plans and models).

2.3 All rights of paternity, integrity, disclosure, withdrawal, and any other rights that may be referred to as "moral rights" (collectively "Moral Rights") are included in any assignment of copyright under the terms of this agreement (including any ownership of a copyright as a work done for hire). You hereby waive and agree to waive any rights that you may be deemed to have in any Developments under applicable law, including without limitation any Moral Rights. You grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal, and royalty-free license to use, modify, and market the Development without identifying you or obtaining your consent, to the extent that such waivers are deemed ineffective under applicable law.

2.4 You hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to carry out all legally permissible acts to further the pursuit, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the same, in the event that the Company is unable to obtain the signature on any document required to apply for, pursue, obtain, protect, or enforce any Intellectual Property Rights, for any reason.

2.5 Despite the above, you will also be obligated by the Eidiko policy regarding intellectual property.

CONFLICT OF INTEREST:

3.1 During the course of your employment, you will not, directly or indirectly, whether acting alone or in a partnership, joint venture, officer, director, employee, consultant, agent, independent contractor, or stockholder of any company, business, or other commercial enterprise: (i) engage in any business activity that is similar in kind to any business conducted or planned by the company; or (ii) compete in any way with any goods or services that are being created, marketed, distributed, or otherwise provided by the company.

3.2 As long as you are employed by the Company, you are not permitted to operate or manage any type of company, whether full- or part-time, directly or indirectly

3.3 If, while working for the company, you become aware of a conflict between your interests and

those of the company, whether potential or actual, you must notify the company right away. If the Company determines that there is or could be a conflict of this nature, it may require you to take the necessary action(s) to resolve it, and you must follow its instructions.

3.4 You may not receive any gratuities, emoluments, or other payments of any sort from anybody doing business with the company during the course of your employment, whether directly or indirectly for your personal benefit or the benefit of another person or organization besides the company.

3.5 You will have access to email, the internet, company resources (desktops, laptops, mobile phones, etc.), and other company infrastructure in order to carry out your responsibilities to the company. You must always make sure that how you utilize these facilities complies with the moral and social norms of the workplace. Your usage of these facilities must also not conflict with your obligations, be illegal, or be detrimental to the company's interests.

Notice Period:

You would be required to give a minimum of 3 months' notice if you want to resign from the services of the company.

- a) After surrendering business property (laptop, charger, mouse, etc.) to the appropriate department, you will be eligible for complete and final settlement from the company.
- b) The company shall hold your settlement in case of non-submission of the assets stated above.

Service Agreement:

Your employment with the company is dependent upon your (I) unconditional acceptance and execution of the Employment Agreement, the Intellectual Property and Confidentiality Agreement, and any other documents that may be presented to you, and (II) delivery of the documents listed in Annexure. If you fail to sign and deliver the aforesaid documents and any other documents as required by the Company at the time of joining, your employment with the company shall no longer be valid.

You will also be bound by any other instructions, regulations, or business policies that are not directly specified in this letter, as well as by changes to company policy from time to time. You must carefully read the materials, which are accessible on the intranet. Contact the HR Department if you require any more explanation.

I hereby accept the above terms and conditions:

Employee Name:

Signature and Date

CERTIFICATE DETAILS

Given By: KARAGANA DURYODHANA

Received By: Eidiko Systems Integrators Pvt. Ltd.

Received Date: 19-Sep-2022

I hereby confirm that the following certificates are hand over to Eidiko Systems Integrators Pvt. Ltd. These Certificates are given as security in lieu of Three (3) years Commitment.

SSC Certificate : ✓

Intermediate Memorandum of Marks : ✓

Graduation (B.Tech/Degree)

(Marks Memo/Provisional/Convocation) : ✗

Masters (MS/M.Tech/MCA/MSc/MBA)

(Marks Memo/Provisional/Convocation) : ✗

Passport Number : ✗

Pan Card Number : GIPPDY733J



Authorized Signature





Candidate Signature

Suite #1, Floor #1, MJR Magnifique, Khajaguda X Roads, Gachibowli, Hyderabad, India – 500008.

Phone: (+91) 40-33182600, Email: info@eidiko.com, Web: www.eidiko.com

+91 40-35002500

 info@eidiko.com

 Eidiko Systems Integrators, Suite #1, Floor #1, MJR Magnifique,
Khajaguda X Roads, Gachibowli, Hyderabad, India - 500008