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**December 23, 2021**

**Name : Yash Kumar**

### **Employment Offer Letter**

We are pleased to offer you a position with Tracxn Technologies Limited (the “Company”), at our Bangalore office as **Researcher**. This letter describes the basic terms of the offer subject to mutual agreement on the terms stated below.

This offer stands contingent to a background check and validation of the information provided by you during the interview or any other process related to your employment with the Company. The Company reserves all rights to cancel this offer letter if any relevant information provided by you is found false or misrepresenting.

#### **Employment Start Date, Probation, Benefits and Compensation**

You are required to commence employment with the Company on **December 27, 2021** (the “Joining Date”). Please confirm your acceptance of the employment offer detailed in this letter within 3 (three) days of the date of this letter. Failure to confirm your acceptance within this time period will be considered as a rejection of the offer by you.

If in case of an unforeseen and unavoidable circumstance, you are not able to start your employment on the joining date, please inform the undersigned as soon as possible; the Company may or may not consider a revision in joining date depending on the business requirement. Inability to report on the joining date without any prior approval will be considered as a rejection of offer by you.

You shall serve a period of one month on probation (“Probation Period”). However, the said period can be extended at the discretion of the Company for a further period, if deemed necessary, if your performance is not to the expectation of management. After successful completion of your probation period of one month, you will be deemed confirmed as a permanent employee of the Company.

The compensation for your services to the Company is detailed out in Schedule 1. Your fixed annual compensation will be subject to statutory deductions and applicable taxes as per the applicable law. Your annual appraisals will be based on your fixed annual compensation.

#### **Signing of Additional Agreements or Prior Agreements Signed**

The Company will require you to sign a separate agreement for the protection of confidentiality, IP rights, non-compete and non-solicitation.

In the event you are bound by any confidentiality agreement, or any such agreement that inhibits your ability to use your skills at the Company, you are duty bound to reveal this to the company prior to accepting this offer. You may be required to furnish additional details if

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needed. Failure to do so may result in termination of your services without notice, with immediate effect.

### **Confidentiality**

You will be required, during and after the term of this employment, not to reveal any confidential information with regard to any of the affairs of the Company or any other knowledge that may be construed to be of a confidential nature that may come to your knowledge as an employee of the Company, during the tenure of your employment with the Company. In case of breach of this condition, the Company can take action against you, which may be disciplinary or legal in nature. You shall execute / sign such other non-disclosure agreements as and when required by the Company.

You must, if requested by the Company, delete all confidential information from any reusable material and destroy all other documents which are in your possession.

### **Assignment of Intellectual Property**

During your tenure with the Company, you shall disclose and assign to the Company as its exclusive property, all developments developed or conceived by you solely or jointly with others that are related to Company's business or that results from work that you perform for Company.

For the purpose of this clause intellectual property rights will mean rights arising out of, but not limited to, rights arising out of patents, design registrations, trademarks and copyrights. You undertake to execute all documents and do all such acts at the request of the Company, that may be required to give effect to this provision.

### **Conflict of Interests**

You are required to engage yourself exclusively in the work assigned by the Company and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly. Failure to do so may result in termination of your services without notice, with immediate effect.

### **Non-Solicitation/Non-Compete:**

By virtue of this clause, you have agreed that during your employment and for a period of one year following your resignation or termination from the Company for any reason whatsoever:

- (a) You will not join/ work/ engage a competition with or without commercial motive, without prior approval from the Company;
- (b) You will not interfere with the business relations, including but not limited to soliciting or providing services to and of the Company's clients (except as directed by the Company), directly or indirectly;

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- (c) You will not solicit any job opportunity with any client of the Company, directly or indirectly;
  - (d) You will not be employed by a client of the Company, without the approval of the Company;
  - (e) You will not solicit or induce Company employees to join a client or to compete with the Company, directly or indirectly.

### **Termination Conditions**

If either (A) you resign from employment with the Company, or (B) the Company terminates your employment, either party must provide one (1) month advance written notice to the other party or salary in lieu of such notice period. However, if you are held guilty of any offence involving moral turpitude, your employment shall stand terminated for cause without notice.

If you are absent for a continuous period of more than 7 working days without the permission of your reporting manager, your services may stand terminated for cause immediately without any notice.

If either (A) you resign from employment with the Company, or (B) the Company terminates your employment, during the Probationary Period, either party must provide seven (7) days advance written notice to the other party or salary in lieu of such notice period as stated in Schedule 1.

### **Return of Expenses Borne by Company**

If either (A) you resign from employment with the Company, or (B) the Company terminates your employment, within one (1) year of the Joining Date then any additional allowance that was given to you by the Company (beyond your Fixed Annual Gross Salary and Company’s Statutory Contributions) should be reimbursed to the Company. The Company shall have the right to make appropriate deductions towards such reimbursement from the amount payable to you in your payroll and/or your full and final settlement.

### **Remuneration and Emoluments**

All remuneration and other emoluments that you receive are between you and the company only and are to be treated with strict confidentiality at all times during your employment with the Company.

### **Hours of Work**

Your office timings are mentioned in the **SCHEDULE 1**. The work hours will be subject to the HR Policies of the Company. Your work timings might change as per the business requirements and you will be informed in advance in the event of any change in hours.

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## Documents required

On the day of your joining please bring the following documents' photocopies (self-attested) along with originals to help us get you on-board quickly.

- Relieving Letter/ Experience certificate of Previous employer (Not applicable for freshers).
- Last drawn Salary Certificate/Salary Slip (Not applicable for freshers).
- Highest qualification passing certificate.
- Govt. certified ID Proof (PAN Card and Aadhar Card are mandatory, Passport/Driving License/Voters' ID Card etc. are optional).
- Supporting document for Current Address and Permanent Address proof.
- Supporting document of Bank account (Name as per Bank, Account No. & IFSC code mandatory details)
- 2 passport size coloured photographs.

The Company may ask for additional documents if required.

*Breach of any of the conditions of this offer letter would be constituted as a violation of your terms of employment with the Company and the Company has all rights to take suitable actions including legal remedies.*

*If the terms stated above are accepted by you, please return a copy of this document signed on each page.*

If you have any queries or need any assistance regarding your joining, please contact **HR Team** at [hr-onboarding@tracxn.com](mailto:hr-onboarding@tracxn.com).

We are excited about the possibility of you joining us and look forward towards a mutually beneficial working relationship.

Regards,  
For **Tracxn Technologies Limited**  
*vaneet goyal*

VaneetGoyal  
Authorized Signatory

## Candidate's Acceptance

I accept employment with the Company under the terms described in this letter:

Name: Yash Kumar Signature: *Yash Kumar*

Place: Bengaluru Date: 24/12/2021

**SCHEDULE 1**

<b>Name</b>	Yash Kumar		
<b>Designation</b>	Researcher		
<b>Date of Joining</b>	27-Dec-21		
<b>Office Timings</b>	12:00 PM - 9:00 PM		
	<b>Particulars</b>	<b>Monthly (INR)</b>	<b>Annual (INR)</b>
<b>Gross Salary</b>		<b>23,200</b>	<b>278,400</b>
	Basic and VDA	14,470	173,640
	Statutory Bonus	1,206	14,470
	Other Allowances	7,524	90,290
<b>Employer's Contribution</b>		<b>1,800</b>	<b>21,600</b>
	Employer's contribution towards EPF	1,800	21,600
<b>Total CTC</b>		<b>25,000</b>	<b>300,000</b>

**Note:**

- Statutory deductions such as Income Tax, Employee Contribution towards EPF, Professional Tax, ESI, etc will be deducted as per the applicable law.
- Gratuity entitlement will be paid on completion of 5 or more years of continuous service as per applicable law either at the time of termination of employment or at the time of retirement.

Regards,

For **Tracxn Technologies Limited**

*vaneet goyal*

VaneetGoyal  
Authorized Signatory