

Social Lab Events India Pvt. Ltd.

#19, 2nd floor, Meeting Point, SCO 487-488, sector 35 C, Chandigarh 160022

CIN : U72900CH2022PTC044142 Email: dsingh@social27.com

Date: 02-May-2022

To,

Amandeep Singh
India

Dear Amandeep,

Subject: Appointment Letter

With reference to your application and our subsequent discussions.

It's our pleasure to appoint you in **Development Department** in Social Lab Events India Pvt. Ltd. (here: Social Labs / company). Please note that the employment terms contained in this letter are subject to the Company policy.

1) Role

You are appointed as **Junior Software Developer** in Social Labs, in this designation or in any such capacity as the Management shall from time to time determine. In addition to your usual duties, you will also perform, observe and conform to such directions and instructions assigned or communicated to you by Social Lab Events India Private Limited. As a member of an organisation that practices flexibility and continuous improvement in work processes and practices, Social Lab Events India Private Limited may from time to time change your duties and responsibilities at its sole discretion.

2) Appointment

- a. Your date of appointment is effective from the date of joining that is **May 2, 2022**, unless otherwise communicated in writing by Social Labs, and will not be later than this date, which this appointment will automatically stand revoked without any further notice.
- b. You will be onboarded as a Junior Software Developer and after completion of probation period of 2-3 months, as the company may deem fit, you shall be appointed as a full time employee.
- c. You are liable to be transferred in such capacity to any department, function, establishment, or branch of Social Labs or its affiliate company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
- d. We provide service & support to our global customers, to suit customers' needs on a 24x7 basis, you may be asked to modify your hours to accommodate the clients' needs and to operate from your assigned locations and in any of the shifts, as may be decided by Social Labs. Compensatory off will be offered for accommodating times during off days as per

- policy.
- e. This job offer is contingent upon successful completion of a satisfactory background check.

3) Compensation and Benefits

- a. You will receive a salary of INR 10,000 per month
- b. You will be entitled to benefits in accordance with Social Labs policy as modified and intimated to you from time to time.
- c. Changes in your compensation are subject to the discretion of Social Labs and will be based on your effective performance and results during your employment and other relevant criteria.

OTHER BENEFITS:

- a. Leave, holidays and working hours are applicable as per your profile and company policy.
- b. The Company reserves the right to avail of any and all remedies to collect unpaid amounts from you, including deducting all amounts due from your monthly salary, , separation pay and all amounts due to you from the Company.

4) Obligations and Responsibility

- a. You will abide by all Company's rules, regulations, policies and procedures framed by Social Lab Events India Private Limited from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this offer letter as if they are specifically incorporated in this offer letter.
- b. Such rules, regulations may include without limitation matters of attendance, conduct, behaviour, discipline, working hours, leave, holidays and other applicable benefits. You will take steps to be aware of Company's rules, regulations, policies and procedures and ignorance of any of them shall not excuse any contravention of the terms of this letter.
- c. You will not engage or become interested, directly or indirectly, without prior written consent of Social Lab Events India Private Limited in that behalf, with or without remuneration, in any trade, business, occupation, employment, service or calling whatsoever nor will undertake any activities which are or will be contrary to or conflict with interests of Social Lab Events India Private Limited and/or your duties and obligations hereunder; and Shall perform your duties and responsibilities with diligence and devotion and shall direct your best efforts to promote the interests of Social Lab Events India Private Limited and its operations and all the activities to the extent permitted by law.
- e. During the term of your employment with Social Lab Events India Private Limited and thereafter, you shall not (a) solicit for a competitor of Social Lab Events India Private Limited or attempt to gain the business of Social Lab Events India Private Limited for a competitor of Social Lab Events India Private Limited, or for yourself or any other purpose or reason, any customer of Social Lab Events India Private Limited that you solicited or served or about which you learned confidential information during your employment with Social Lab Events India Private Limited, or (b) solicit or encourage, or cause others to solicit or encourage, any employees or consultants, or collaborators of Social Lab Events India Private Limited to terminate their engagement with Social Lab Events India Private Limited.

f. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation and business of Social Labs, whether directly or indirectly. You shall be entitled to Compensatory Off, for the extra hours worked, as per company policy.

5) Non-Disclosure

- a. In consideration of the opportunities, access to new techniques and know how that will be made available to you, you are required to comply with the Confidentiality Policy of Social Labs. Therefore, please ensure that you maintain all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company / NDA) as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Social Labs in the course of your employment. This covenant shall endure during your employment and also after cessation of your employment with Social Labs (irrespective of the circumstances of, or the reasons for, cessation).
- b. During tenure with Social Labs, you will be expected not to use or disclose any Confidential Information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality, and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Social Labs.
- c. During the normal course of business, it may be imperative to record / monitor all calls/transactions made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- d. You shall therefore regard and preserve as Confidential Information, all information related to the business and activities of the Company as well as its Customers/their clients with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- e. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
- f. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- g. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- h. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your

compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.

- i. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.
- j. You agree that, notwithstanding the cessation or termination of your employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

k. ASSIGNMENT OF INTELLECTUAL PROPERTY

In connection with your employment and during the period of your employment upon conception or creation, you shall disclose and assign to Social Labs as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours) that are related to the company's business or that results from work that you perform for the company or using the company's equipment, supplies and facilities, and shall comply with the policies of Social Labs in relation to Intellectual Property.

6) Leaves

- a. You shall be entitled to leaves as per the Leave & Attendance Policy/rules of the Company.
- b. That should you remain absent from your work, without any information or prior written sanction of leave, and / or without any satisfactory explanation for more than three (3) consecutive days, including absence when leave though applied for but not granted, or overstaying your sanctioned leave for more than 8 eight consecutive days without written sanction of extension of leave by the Management; it will be presumed that you are no longer working for the Company and that you have abandoned your service of your own accord, thereby terminating yourself from your employment. In such a case, you will not be liable to receive any statutory compensation.

7) Notice Period and Termination

- a. This contract of employment is terminable, without reasons, by either party giving seven days (7 days) prior written notice during probationary period.
- c. In the event, you serve notice of termination and you are in the middle of an assignment, Social Lab Events India Private Limited may require you to complete all operative parts of the assignment, before agreeing to relieve you from the services, even if such completion extends beyond the notice period. In such a case, Social Labs will pay you the salary on the existing terms and conditions up to the date of relieving you from Social Lab Events India Private Limited.
- d. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, you would have to clear assessments prescribed by Social Labs from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no

suitable role available for you based on company requirement, the company reserves the right to terminate your employment.

8) ON SEPARATION

Upon termination, you will immediately return to Social Lab Events India Private Limited any and all documents, manuals, data, records, confidential information, intellectual property, material, equipment and other property belonging to Social Lab Events India Private Limited that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with Social Lab Events India Private Limited, without making any copies thereof and/or extracts therefrom. You will also deliver to Social Lab Events India Private Limited immediately all notes, analysis, summaries and working papers relating thereto. Social Lab Events India Private Limited will settle your dues, if any, and issue a relieving letter to you on the last day of your employment.

Non-Compete / Moon Lighting Clause

One confirmation of your employment with company as a full time employee you will be abide by the below clause:

You (The Employee) agree that during the term of Employee's employment with the Company and for a period of One (1) Year thereafter, regardless of the reason for termination of employment, you will not, directly or indirectly, as an owner, director, principal, agent, officer, employee, partner, consultant, servant, or otherwise, carry on, operate, manage, control, or become involved in any manner with any business, operation, corporation, partnership, association, agency, or other person or entity which is engaged in a similar business that provides similar products or services that compete directly with any of the Company's products or services which are produced or provided by the Company or which the Company or any affiliate of the Company has active plans to produce as of the date of Employee's termination of employment with the Company, in any area or territory in which the Company or any affiliate of the Company conducts or has active plans to conduct operations as of the date of the Employee's termination of employment with the Company and during the term of Employee's employment with the Company and for a period of One (1) Year thereafter, regardless of the reason for termination of employment, Employee will not directly or indirectly solicit or induce any present or future employee of the Company or any affiliate of the Company to accept employment with Employee or with any business, operation, corporation, partnership, association, agency, or other person or entity with which Employee may be associated, and Employee will not hire or employ or cause any business, operation, corporation, partnership, association, agency, or other person or entity with which Employee may be associated to hire or employ any present or future employee of the Company.

9) GENERAL

- a. These employment terms supersede and replace any existing agreement or understanding, if any, between Social Labs and you relating to the same subject matter.
- b. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed/terminated from service without any prior notice. Or liable for consequences as per company discretion.
- c. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this

- agreement.
- d. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
 - e. During the period of employment, you are required to comply with all Social Labs policies. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time.
 - f. The terms of this appointment letter shall remain confidential and are not to be disclosed to any third party. Any violation shall lead to termination of the services.

10) Proper Law

Governing Law and Dispute Resolution:

This Terms and Conditions of Employment shall be governed and construed in accordance with the laws of Republic of India.

Arbitration:

Both parties agree that any dispute arising out of or in connection with this Terms and Conditions of Employment, including any question regarding its existence, validity and termination, shall be referred to and finally resolved by arbitration to be conducted by a sole Arbitrator appointed by the Company under the Indian Arbitration & Conciliation Act, 1996 and whose decision shall be final and binding on the parties to this Terms and Conditions of Employment. The arbitration proceedings will take place only at Chandigarh, India. The language to be used in the arbitration shall be English.

Jurisdiction:

Subject to the arbitration clause, in the event of any dispute or matter arising out of this Terms and Conditions of Employment, the same shall be deemed to have arisen in Chandigarh only and the courts of competent jurisdiction under the High Court of Punjab and Haryana, to the exclusion of all other courts, shall have exclusive jurisdiction and would be competent to adjudicate all the matters arising out of, related to and/or connected with this Terms and Conditions of Employment.

In case the terms and conditions as mentioned above are acceptable to you, please sign in token of your acceptance of the appointment with Social Labs.

We welcome you to Social Lab Events India Private Limited family and we wish you good luck.

Best Regards,
For,
Social Lab Events India Private Limited

ACKNOWLEDGEMENT

If the terms and conditions of this letter are acceptable to you, please confirm your acceptance to Social Lab Events India Private Limited within 1 day from the date of this letter.

We look forward to your contribution at Social Lab Events India Private Limited.

Acceptance:

I **Amandeep Singh** confirm that I have read, understood and accept the terms of this appointment letter and its attachments.

Signature of the employee:

Dated: _____

Annexure