



July 31, 2023

Private & Confidential

Mr. Chimmula Ashish Reddy

Flat 302, Shilpi Homes, East Maruthi Nagar, Champapet, Hyderabad 500059

Dear Chimmula Ashish Reddy,

With reference to the discussions you have had with us, we are pleased to offer you the position as **Intern at execIdeas India Private Limited (execIdeas)** based out of Hyderabad.

execIdeas is a software company with a presence in Hyderabad and in the US. Our goal is to develop new markets, products and services through effective teamwork with emphasis on quality and using technology to innovate.

Your Gross Salary will be Rs. **2,40,000/-** (Rupees Two Lakh Forty Thousand Only) per annum.

You would be on an internship for a period of **6 months**. Post performance evaluation at each stage (every 3 months), and based on merit, a decision will be made whether to convert this to a full time position or not.

execIdeas also reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if execIdeas India Private Limited becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements you will be formally appointed and inducted into the organization. Post your successful completion of training, you will be posted in any location where execIdeas is operating from. This will be informed to you when required.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with execIdeas India Private Limited within a day of issue of this letter. Your tentative joining date with execIdeas is **August 1, 2023**.

At the time of joining, you are required to submit the following documents:

- Four recent passport size photographs.
- Photocopies of all relevant educational certificates and mark list starting from Xth Grade.
- Photocopy of all the pages of your passport, Aadhar, Driving License or Voter ID card (mandatory).

Looking forward to having you on board!

For execIdeas India Private Limited

Vishnu Goyal

CEO

Accepted By:

Chimmula Ashish Reddy

Date: 31/07/2023

Annexure A

1. Full time position

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company.

You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

2. Confidentiality

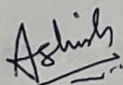
You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

You will not hire any of our employees to any other organization, in case you wish to pursue your career elsewhere.

3. NON-COMPETE AND NON SOLICITATION

- 3.1 The company shall have the option, at any time during the Term, to enter into a separate non-compete agreement with the employee, whose terms shall supersede those contained herein. The employee shall be bound by the terms of such agreement, as executed.
- 3.2 The employee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during his/her employment with the company and shall be bound by the terms as detailed under Annexure II C of the Letter.
- 3.3 The employee further agrees that he/she shall not, directly or indirectly, at any time during the Term [and for a period of two (2) years thereafter], for any reason, either on his/her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the company or any of its affiliates, any person who to the knowledge of such employee is a client, customer or employee of, or in the habit of dealing with the company or any of its affiliates.
- 3.4 The employee agrees that he/she will not engage in, own, control, or be employed by any firm or corporation that is engaged in a venture or business substantially similar to or in competition with the company for at least 2 years from the cessation of their employment with us or without any prior approval of the management.

Accepted by,



Chimmula Ashish Reddy

Date: 31/07/2023