



Joining Kit

EMPLOYEE NAME

COPY RIGHT:

FNF India Private Limited
UMIYA BUSINESS BAY, TOWER-2, 6th Floor, Cessna Business Park,
OUTER RING ROAD,
KADUBEESANAHALLI VILLAGE, VARTHUR HOBLI, BANGALORE-560103
TEL: 91 080 67580100



New Joinee Name:

EMPLOYEE NAME

Joining Kit	Y/N/NA	Remarks		
Interview Docket				
Interview Application Form(Duly Signed by candidate & Photo is mandatory)				
Candidates Resume (Duly signed)				
Evaluation sheet (Duly signed by Interviewers with scores) Documentation (Copies)				
Graduation /Convocation/Course Completion Certificate				
Post-Graduation Mark Sheet				
Post-Graduation Certificate				
Diploma Mark Sheets				
Diploma Certificate				
Last employers relieving letter / Service Certificate				
Last employers Pay Slips				
Previous employers relieving letters / Service Certificates				
Passport				
Photographs (5)				
PAN Card				
Joining Kit filled by the Employee				

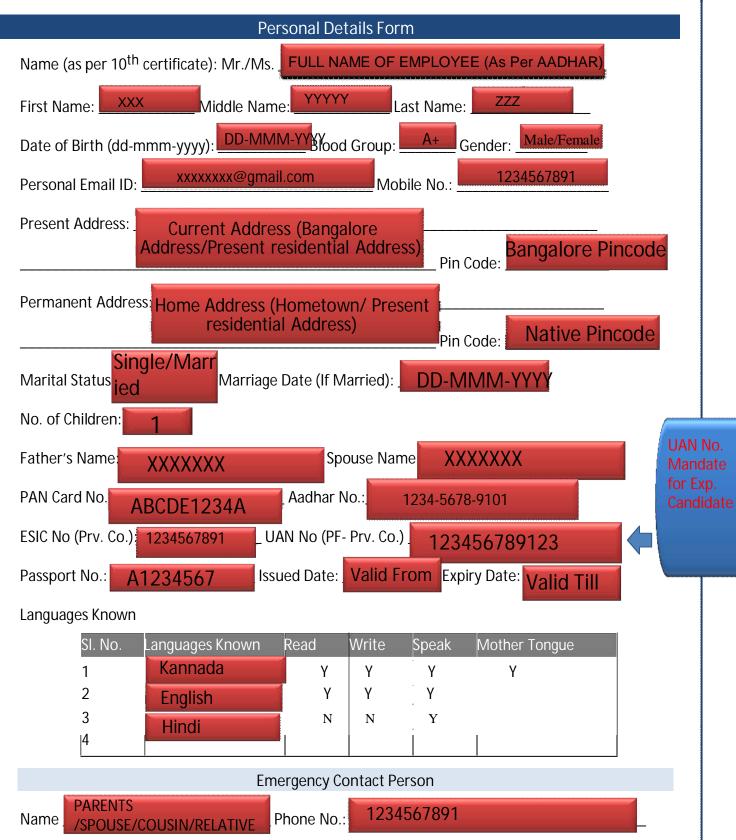
Declaration and Authorization

I hereby clarify all of the statements made on the FNF India Joining Kit form are true and complete. Also, I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal. I also authorize FNF India to release information about my employment history, Educational/ Professional Credentials upon my inactivation of employment.

Employee Name: **EMPLOYEE NAME** Employee Signature: **EMPLOYEE SIGNATURE**

	FOR HR USE ONLY	
Remarks:	Date:	
	HR TA SPOC Name:	
	HR TA SPOC Signature:	
	HR Induction SPOC Name:	
	HR Induction SPOC Signature:	





Above Said Person Full Address

Address:



Educational Details Form

Institutions name and Place	Year Passed	Name of Degree/ Diploma	Major Subjects & Area of Specialization	CGPA/ % of Marks
	Ро	st Graduate Degree (s)		
College name DEGREE COLLEGE ADDRESS & UNIVERSITY	2014	MBA Fachelor Degree (s)	FINANCE	70%
College name DEGREE COLLEGE ADDRESS & UNIVERSITY	2012	ВСОМ	FINANCE & ACCOUNTING	75%
Pre Uni./ Secondary/ Equivalent Higher Secondary				
PU COLLEGE NAME PU COLLEGE UNIVERSITY	2009	+2 / 12th	Commerce / science /Arts	68%
SSLC/ Metr <u>ic/ E</u> quivalent				
SCHOOL NAME STATE BOARD NAME & PLACE	2007	10th	General	70%
Other (s) Specify				
SCHOOL NAME SCHOOL UNIVERSITY & ADDRESS	2010	Diploma / PGDBM/ Others	Finance / Electrical/Me chanicaletc	70%

Medical Insurance details:

S. No.	Na	me	Age/ DOB	Relationship
1	XXXXX		DD-MMM-YYYY	Father
2	YYYYY		DD-MMM-YYYY	Mother
3	ZZZZZ		DD-MMM-YYYY	Spouse
4	AAAAA		DD-MMM-YYYY	Daughter

Depende nts can only be Parents & Spouse & first 2



Information Security and other Policies & Procedures Affirmation Statement Regarding FNF India's Policies & Procedures

I hereby confirm that I have read carefully and understood FNF Information Security Policies & all Company Policies which am complying by, and will continue to comply. Should I become aware of any violations to any of these Policies, I will promptly report such violations to my immediate Superior.

I undertake to familiarize myself with and comply with new requirements as and when announced via Corporate email or uploaded on the share point server.

I understand that violations of these policies are considered seriously and disciplinary measures could apply up to and including termination of employment, prosecution and recovery of damages.

When in doubt, I will clarify the requirements with my manager or the Compliance Head/ ISMC. In the event of a suspected breach of law, FNF India may notify relevant authorities.

Joining Date

Date

Employee Signature

Signature

EMPLOYEE CONFIDENTIAL INFORMATION AND PROPRIETARY RIGHTS AGREEMENT

This CONFIDENTIAL INFORMATION AND PROPRIETARY RIGHTS AGREEMENT ("Agreement") is entered into by and between FNF India Private Limited, a company incorporated under the provisions of the Companies Act, 1956, with its registered office at Umiya Business Bay, Tower-2, Cessna Business Park, Outer ring road, Bangalore-560103 (hereinafter referred to as "Employer") and Mr./Ms. EMPLOYEE NAME residing at Bangalore with Employee Number (hereinafter referred to as "Employee"). The Employer and the Employee are collectively referred to herein as the "Parties".

WHEREAS, the Employer is engaged in the business of providing a broad range of outsourced services in the fields of title insurance, mortgage services, application development management and other allied services;

WHEREAS, in order to achieve its business objectives the Employer needs Employee's services; and

WHEREAS, the Employer and Employee desire to enter into this Agreement in order to acknowledge Employee's obligations with respect to the Employer's Confidential and Proprietary Information, Work Product, Inventions, and Third Party Information (each defined below).

In consideration of the Employee's employment with the Employer, the receipt of confidential information while employed by the Employer, and other good and valuable consideration, the Employee agrees that:

1. Confidential and Proprietary Information.

The Employee understands and acknowledges that during the course of employment by the Employer, he or she will have access to and learn about confidential, secret and proprietary documents, materials and other information, of and relating to the Employer, its parent, affiliates and subsidiaries, and its businesses and existing and prospective customers, suppliers, and other associated third parties ("Confidential Information"). Confidential Information includes but is not limited to all information that has or could have commercial value or other utility in the business in which the Employer is engaged or contemplates engaging in, and all information of which the unauthorized disclosure could be detrimental to the interests of the Employer, whether or not such information is identified as Confidential Information by the Employer.

"Proprietary Information" is all information and any idea in any form, tangible or intangible, pertaining in any manner to the business of the Employer, or any of its affiliates or subsidiaries,

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or its employees, clients, consultants, or business associates, which was produced by any employee of the Employer in the course of his or her employment or otherwise produced or acquired by or on behalf of the Employer. All Proprietary Information not generally known outside the Employer shall be deemed "Confidential Information."

For the purposes of this Agreement, Proprietary and Confidential Information includes, but is limited to, all information concerning the Employer's business, Employer's clients, Employer's employees and material nonpublic information about publicly traded securities, including without limitation all information that an employee knows in connection with his/her employment with the Employer regardless of the manner in which it has been furnished, including, without limitation, any and all financial information, technical data, customer lists, sales, marketing and business plans, operating procedures, personnel data and agreements, technical data/know-how, drawings, photographs, specifications, standards, manuals, reports, formulae, source, executable and object code, information, lists, trade secrets, computer programs, computer software, computer data bases, research products, processes, strategies, customers and any list, description or other grouping of customers, internal procedures, employees' business opportunity that Employer considers to be confidential and which is identified by the Employer as confidential, or which a reasonable person might fairly consider to be of a confidential nature and which the Employer may furnish to me during the period of this Agreement, all information in Employer's business environment as well as all information disclosed by Employer, whether directly or indirectly, to Employee in connection with this Agreement or the services, regardless of whether marked as "confidential," "restricted" or other similar designation or legend and whether or not such information is oral and if orally disclosed, subsequently confirmed as confidential in writing, written, printed, contained on computer disc or otherwise represented.

2. Exception to Confidential Information.

Confidential Information shall not include information that is generally available to and known by the public at the time of disclosure to the Employee, provided that such disclosure is through no direct or indirect fault of the Employee or person(s) acting on the Employee's behalf.

3. Disclosure and Use Restrictions.

The Employee agrees and covenants: (i) to treat all Confidential Information as strictly confidential; (ii) not to directly or indirectly disclose, publish, communicate, sell or make available Confidential Information, or allow it to be disclosed, published, communicated or made available, in whole or part, to any entity or person whatsoever not having a need to know and authority to know and use the Confidential Information in connection with the business of the Employer and, in any event, not to anyone outside of the direct employ of the Employer except as required in the performance of the Employee's authorized employment duties to the Employer and only after execution of a confidentiality agreement by the third party with whom Confidential Information will be shared or with the prior consent of an authorized officer acting on behalf of the Employer in each instance and then, such disclosure shall be made only within the limits and to the extent of such duties or consent; and (iii) not to access or use any

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Confidential Information, and not to copy any documents, records, files, media or other resources containing any Confidential Information, or remove any such documents, records, files, media or other resources from the premises or control of the Employer, except as required in the performance of the Employee's authorized employment duties to the Employer or with the prior consent of an authorized officer acting on behalf of the Employer in each instance and then, such disclosure shall be made only within the limits and to the extent of such duties or consent.

4. Third Party Information.

The Employee acknowledges that, in addition to its own Confidential Information, the Employer has received and in the future will receive from third parties, Confidential or Proprietary Information ("Third Party Information") subject to a duty on Employer's part to maintain the confidentiality of such information and to use it only for certain limited purposes. During the term of his or her employment with the Employer and at all times thereafter, Employee shall hold Third Party Information in the strictest confidence and will not disclose (to anyone other than Employer's personnel who need to know such information in connection with their work for the Employer) or use such Third Party Information, except in connection with his or her work for the Employer, unless otherwise expressly authorized by designated Employer official in writing.

5. Work Product.

"Work Product" means all materials and forms of intellectual property including:

- a) patents, patent applications, patent disclosures and inventions (whether patentable or not),
- trademarks, service marks, trade dress, trade names, logos, corporate names, internet domain names, and registrations and applications for the registration thereof together with all the goodwill associated therewith,
- c) copyrights and copyrightable works (including mask works) and registrations and applications thereof,
- d) computer software programs (including source code and object code), data, databases and documentation thereof,
- e) trade secrets and other confidential information (including ideas, formulas, improvements, know-how, techniques, R&D, specifications, drawings, flowcharts, programmer notes, designs, design rights, developments, plans, business plans, proposals, technical data, financial and marketing plans and customer and supplier lists and information),
- f) waivable or assignable rights of publicity, waivable or assignable moral rights and all other forms of intellectual property, and
- g) copies and tangible embodiments thereof (in whatever form or medium).

6. Disclosure of Work Product.

The Employee agrees that he/she will promptly disclose to the Employer, fully and in writing, all Work Product authored, conceived or reduced to practice by Employee, either alone or jointly

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with others, during the period of his or her employment with the Employer and during the one (1) year period after the last day of his or her employment with the Employer. In addition, Employee will promptly disclose to the Employer all patent applications filed by Employee or on his or her behalf within one (1) year after termination of his or her employment with the Employer unless such patent applications are filed by the Employer on its own.

7. Assignment of Work Product.

- a) The Employee hereby agrees to assign all right, title and interest in and to such Work Product to Employer. Employee will execute documents and perform all necessary acts at Employer's request to establish or preserve Employer's ownership of the Work Product.
- b) In the event the Employer is unable for any reason, after reasonable effort, to secure Employee's signature on any document needed in connection with the actions specified herein, Employee hereby irrevocably designates and appoints the Employer and its authorized personnel as his or her agent and attorney-in-fact and at law, which appointment is coupled with an interest, to act for and on Employee's behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the aforementioned clauses with the same legal force and effect as if executed by Employee. Employee hereby waives and quitclaims to the Employer all claims, of any nature whatsoever, which Employee now or might hereafter have for infringement of any Work Product assigned hereunder to the Employer.

8. Invention.

"Invention" means any idea, concept, discovery, development, research, technology, work of authorship, trade secret, software, firmware, content, audio-visual material, tool, process, technique, know-how, data, plan, device, apparatus, specification, design, prototype, circuit layout, mask work, algorithm, program, code, documentation or other material or information, tangible or intangible, whether or not it may be patented, copyrighted, trademarked or otherwise protected (including all versions, modifications, enhancements and derivative works thereof). Invention also means any invention capable of being patented in India and /or United States of America or any other country.

9. Assignment of Invention.

With respect to all Inventions which during the term of Employee's employment Employee may conceive, make, develop or work on, in whole or in part, solely or jointly with others, whether made within or out of the usual working hours or upon the premises of the Employer or elsewhere, Employee agrees to execute, acknowledge, make and deliver to the Employer or its attorneys as may be necessary or desirable to vest in or secure for or maintain for the benefit of the Employer adequate patent and other property rights in India, the United States and all foreign countries including (I) United States foreign patent applications, (II) any other applications for securing, protecting or registering any property rights relating to such Inventions, and (III) powers of attorney, assignments oaths or affirmations, supplemental oaths

and sworn statements; and further agree to assist the Employer or its attorneys as required to draft such instruments and to obtain and enforce such rights.

10. Assignment to Government or Third Party.

The Employee agrees to assign all his or her rights, title and interest in and to any particular invention to a third party, including, without limitation, any governmental entity, as directed by the Employer.

11. Prior Invention.

Inventions, if any, patented or unpatented, that Employee has made prior to the commencement of his or her employment with the Employer are excluded from the scope of this Agreement. To preclude any possible uncertainty, Employee has set forth on Schedule A attached hereto a complete list of all inventions that Employee has, alone or jointly with others, conceived, developed or reduced to practice or caused to be conceived, developed or reduced to practice prior to commencement of his or her employment with Employer, that Employee considers to be his or her property or the property of third parties and that Employee wishes to have excluded from the scope of this Agreement (collectively referred to as "Prior Inventions"). If disclosure of any such inventions in Schedule A would cause Employee to violate any prior confidentiality agreement, Employee understands that Employee is not to list such inventions in Schedule A but Employee is to inform Employer only the cursory name of such invention, a list of party(ies) to whom it belongs and the fact that full disclosure of such inventions has not been made for that reason. If, in the course of the term of Employee's employment with Employer, Employee incorporates a Prior Invention into the Employer's product, process or machine, the Employer is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sublicenses) to make, have made, modify, use and sell such Prior Invention. Employee hereby agrees, that, in the event that Employee incorporates a Prior Invention into the Employer's product, process or machine, such incorporation shall not result in a breach or violation of any confidentiality agreement by which Employee is bound and such incorporation shall not infringe the right(s) of any third party. Employee hereby agrees to indemnify the Employer against all losses, damages or costs arising from any claim made by a third party with respect to any Prior Invention in breach of the covenants contained herein. Notwithstanding the foregoing, Employee agrees that Employee will not incorporate, or permit to be incorporated, Prior Inventions in any of the Employer's Inventions without Employer's prior written consent.

12. Enforcement of Proprietary Rights.

The Employee shall assist the Employer in every proper way to obtain and from time to time enforce United States and foreign proprietary rights relating to Employer's Inventions in any and all countries. To that end, Employee shall execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as Employer may reasonably request for use in applying for, obtaining, perfecting, evidencing, sustaining and enforcing such proprietary rights and the assignment thereof. In addition, Employee shall execute, verify and deliver assignment of such proprietary rights to the Employer or its designee. It shall be

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Employee's obligation to assist Employer with respect to proprietary rights relating to such Employer Inventions in any and all countries beyond the termination of his or her employment, but Employer shall compensate Employee at a reasonable rate after his or her termination for the time actually spent by Employee at Employer's request on such assistance.

13. Records.

The Employee agrees to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all Proprietary Information developed by Employee and all Inventions made by Employee during the term of his or her employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

14. No Improper Use of Materials.

During his or her employment with the Employer, Employee shall not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom Employee has an obligation of confidentiality, and Employee shall not bring onto the premises of the Employer any unpublished documents or any property belonging to any former employer or any other person to whom Employee has an obligation of confidentiality unless consented to in writing by that former employer or person.

15. Return of Employer's Documents.

Upon leaving the Employer's employment, the Employee shall deliver to the Employer all drawings, notes, memoranda, specifications, devices, formulae and documents together with all copies thereof, and any other material containing or disclosing any of the Confidential Information or Proprietary Information of the Employer including Inventions as well as Third Party Information. The Employee further agrees that any property situated on Employer's premises and owned by the Employer including disks and other storage media, filing cabinets or other work areas, is subject to inspection by the Employer's personnel at any time with or without notice. Prior to leaving, Employee shall cooperate with the Employer in completing and signing the Employer's termination statement for technical and management personnel.

16. Post-Employment Inventions.

For the avoidance of doubt and uncertainty, the Employee agrees that any intellectual property made or developed, in the area of business as that of the Employer, by Employee within one (1) year following termination of his or her employment shall be presumed to have been conceived during his or her employment with Employer and fall within the provisions of this Agreement, unless Employee demonstrates that it was conceived after such termination.

17. Representations and Warranties.

The Employee represents and warrants (i) that Employee has no obligations, legal or otherwise, inconsistent with the terms of this Agreement or with his or her undertaking a relationship with the Employer; (ii) that the performance of the services called for by this Agreement do not and will not violate any applicable law, rule or regulation or any proprietary or other right of any

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Third Party; (iii) that Employee will not use in the performance of his or her responsibilities for the Employer any materials or documents of a former employer; and (iv) that Employee has not entered into or will not enter into any agreement (whether oral or written) in conflict with this Agreement.

18. Competitive Activity.

- a). The Employee agrees and acknowledges that during the term of his or her employment with the Employer, Employee shall not indulge in any wrongful disclosure, misuse, espionage, fraud, loss or theft of Confidential / Proprietary Information or intellectual property of the Employer and shall take all necessary steps to safeguard and protect the same. Employee also agrees and acknowledges that such an act will cause irreparable harm to the Employer and its business activity, which will entitle the Employer to initiate immediate termination without any notice and pursue all available remedies at law and equity.
- b). The Employee agrees and acknowledges that during his or her employment and for a period of one (1) year after termination of employment, without the Employer's express written consent, Employee shall not, directly or indirectly, (i) employ, solicit for employment, or recommend for employment any person employed by the Employer (or any affiliate); or (ii) engage in any present or contemplated business activity that is or may be competitive with the Employer (or any affiliate) in any place where the Employer conducts its business, unless Employee can prove that any action taken in contravention of this subsection was done without the use in any way of Confidential Information.

19. Agreement to Perform Necessary Acts.

The Employee agrees to perform any further acts and execute and deliver any documents that may be reasonably necessary to carry out the provisions of this Agreement.

20. Effective Date.

This Agreement shall be effective as of the first day of the Employee's employment with the Employer.

21. Remedies.

The Employee acknowledges that the Employer's Confidential Information and the Employer's ability to reserve it for the exclusive knowledge and use of the Employer is of great competitive importance and commercial value to the Employer, and that improper use or disclosure of the Confidential Information by the Employee will cause irreparable harm to the Employer, for which remedies at law will not be adequate. In the event of a breach or threatened breach by the Employee of any of the provisions of this Agreement, the Employee hereby consents and agrees that the Employer shall be entitled to seek, in addition to other available remedies, a temporary or permanent injunction or other equitable relief against such breach or threatened breach from any court of competent jurisdiction, without the necessity of showing any actual damages or that monetary damages would not afford an adequate remedy, and without the

necessity of posting any bond or other security. The aforementioned equitable relief shall be in addition to, not in lieu of, legal remedies, monetary damages or other available forms of relief.

22. General Provisions.

- a. Governing Law. This Agreement will be governed by and construed according to the laws of the Republic of India and courts at Bangalore shall have exclusive jurisdiction.
- b. Integration. This Agreement sets forth the mutual rights and obligations of the Parties and it is intended to be the final, complete, and exclusive statement of the terms of the Agreement, regarding the subject matter hereof. This Agreement supersedes all prior and contemporaneous agreements and statements on this subject, and it may not be contradicted by evidence of any prior or contemporaneous statements or agreements. To the extent that the practices, policies, or procedures of the Employer, now or in the future, apply to me and are inconsistent with the terms of this Agreement, the provisions of this Agreement shall control unless changed in writing by the Employer.
- c. Severability. If one or more of the provisions in this Agreement are deemed unenforceable by a court of competent jurisdiction, then the remaining provisions will continue in full force and effect.
- d. Successor and Assigns. The Employer may assign this Agreement to any subsidiary or corporate affiliate, or to any successor or assign (whether direct or indirect, by purchase, merger, consolidation or otherwise) to all or substantially all of the business or assets of the Employer. This Agreement shall inure to the benefit of the Employer and permitted successors and assigns. The Employee may not assign this Agreement or any part hereof. Any purported assignment by the Employee shall be null and void from the initial date of purported assignment.
- e. Survival. The provisions of this Agreement shall survive the termination of Employee's employment and the assignment of this Agreement by the Employer to any successor in interest or other assignee.
- f. Employment at Will. This Agreement is not an employment agreement. Employee agrees and understands that nothing in this Agreement shall confer any right with respect to continuation of employment by the Employer, nor shall it interfere in any way with Employee's right or Employer's right to terminate Employee's employment at any time, with or without cause as per the employment agreement entered with the Employer.
- g. Waiver. No waiver by the Employer of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by Employer of any right under this

Agreement shall be construed as a waiver of any other right. Employer shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

- h. Cumulative rights. The rights and remedies provided by this Agreement are cumulative, and the exercise of any right or remedy by either the Employer or Employee (or by that party's successor), whether pursuant hereto, to any other agreement, or to law, shall not preclude or waive that party's right to exercise any or all other rights and remedies. This Agreement will inure to the benefit of the Employer and its successors and assigns.
- i. Notices. Any notice, request, consent or approval required or permitted to be given under this Agreement or pursuant to law shall be sufficient if it is in writing, and if and when it is hand delivered or sent by regular mail, with postage prepaid, to Employee's permanent address as noted in the Employer's records, or to the Employer's registered office, as the case may be.
- j. Headings. Titles or headings to the sections of this Agreement are not part of the terms of this Agreement, but are inserted solely for convenience.

IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date set forth below:

Employee Signature:	Signature	
Employee Name:	Employee Name	
Employee Designation	Your position	
Date: Joining 1	Date	

For FNF India Private Limited

By:
Name:
Title:
Date:

SCHEDULE A

TO EMPLOYEE CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT AGREEMENT

LIST OF PRIOR INVENTIONS

[to be provided by Employee, if any]

Signature



Details for Employee Identity Card

Please Fill out the below details in block letters:

First Name:
Middle Name:
Last Name:
Department/ Process:
Emp No.:
Contact No.:
Blood Group:

Kindly Fill as per the above Naming labels.

Document Ref. No. FNF_Process_Joining Kit_001



Т	ransportation Request/Cance	llation Form
Name: Employee Nam	ne	
Emp.ID.: Leave this Place	ce Blank	
	Current Address (Bangalore Address Only)	
		If Employee is Opting for
Mobile No :		If Employee is Opting for Transport, then Address is Mandatory. Otherwise Not.
Opting for transportation:	Zes	
Signature of the Employee	Employee Signature	
Department : Leave this if you don	place Blank o't know .	
Note: Transportation is not proland mark on the main road.	ovided to door step. It is arranged fi	rom the nearest point, Please mention
For Office use		
Land Mark- Pick Up/Drop:		
Date of allocation of route	:	
Authorized	:	
signatory Admin	:	
Name Date	:	