



## Joining Kit

Ayush Aditya

**COPY RIGHT:**

**FNF India Private Limited**

**BLOCK B-1, 4TH FLOOR, UNIT 401 & 402, BRIGADE TECH  
GARDEN, BROOKEFIELD, KUNDALAHALLI, BANGALORE-560037  
TEL: 91 80 45586400**

**New Joinee Name:** Ayush Aditya

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

### 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: Ayush Aditya Employee Signature: Ayush

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

## Employee Consent Form

I acknowledge and understand that my personal information will be collected by FNF India private limited and that the company will be utilizing this information for employee administration purposes including but not limited to onboarding, access control, payroll, employee benefits, and other reasonable purposes deemed suitable by the company with respect to my employment.

I hereby consent to this information being collected for the above purposes.

Employee Signature: Ayush

Employee Name: Ayush Aditya

Employee Designation: Associate Software Developer

Date: 02-Jan-25

### Personal Details Form

Name (as per 10<sup>th</sup> certificate): Mr./Ms. Ayush Aditya

First Name: Ayush Middle Name: \_\_\_\_\_ Last Name: Aditya

Date of Birth (dd-mmm-yyyy): 22-09-2002 Blood Group: B+ Gender: Male

Personal Email ID: ayushaditya2949@gmail.com Mobile No.: 8271301722

Present Address: Ayush Aditya ,Room No. 203 ,2nd floor,New Step -inn PG  
opposite to aroona by pro4,Spice Garden Pin Code: 560037

Permanent Address: Flat No, Dream Home City ,Vijay Singh Yadav Path,  
Near Tribhuvan School Ashopur,Dinapur,Bihar Pin Code: 801105

Marital Status: NA Marriage Date (If Married): NA

No. of Children: NA

Father's Name: Bimal Kumar Spouse Name: Sarita Kumari

PAN Card No.: ECFPA4243C Aadhar No.: 221200075500

ESIC No (Prv. Co.): NA UAN No (PF- Prv. Co.) NA

Passport No.: NA Issued Date: NA Expiry Date: NA

#### Languages Known

Sl. No.	Languages Known	Read	Write	Speak	Mother Tongue
1	Hindi	Y	Y	Y	Y
2	English	Y	Y	Y	N
3					
4					

#### Emergency Contact Person

Name Bimal Kumar Phone No.: 8271330775

Address: Flat No. 210,Dream Home City,Vijay Singh Yadav  
Path,Near Tribhuvan School Ashopur,Bihar-801105

### Educational Details Form

Institutions name and Place	Year Passed	Name of Degree/ Diploma	Major Subjects & Area of Specialization	CGPA/ % of Marks
<b>Post Graduate Degree (s)</b>				
NA	NA	NA	NA	NA
<b>Bachelor Degree (s)</b>				
Dayananda Sagar College of Engineering Bangalore	2024	Bachelor of Engineering	Artificial Intelligence and Machine Learning(AIML).	8.15
<b>Pre Uni./ Secondary/ Equivalent Higher Secondary</b>				
Sri Chaitanya Techno School Visakhapatnam, Ap	2020	Secondary Education	Science	75.2
<b>SSLC/ Metric/ Equivalent</b>				
Don Bosco Academy, Patna,Bihar	2018	Metric	Science	85
<b>Other (s) Specify</b>				
NA	NA	NA	NA	NA

#### Medical Insurance details:

S. No.	Name	Age/ DOB	Relationship
1	Ayush Aditya	22	Myself
2	Sarita Kumari	47	Mother

## Employment Record Details Form

Indicate below in inverse chronological order the last three jobs

General Details	Designation	Description of the Project/ Process/ Function Handled	Duration		Salary Drawn (Per Annum)
			From (dd-mm-yyyy)	To (dd-mm-yyyy)	
<b>Previous Company</b>					
Name and Place of the Company:	NA	NA	NA	NA	NA
Nature of Business:					
Reason for Leaving:					
<b>2nd Company</b>					
Name and Place of the Company:	NA	NA	NA	NA	NA
Nature of Business:					
Reason for Leaving:					
<b>3rd Company</b>					
Name and Place of the Company:	NA	NA	NA	NA	NA
Nature of Business:					
Reason for Leaving:					

Total Years of Experience (Years and Months): NA

Break in Service: Yes or No:

If Yes, Please furnish the reason: NA

## 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.

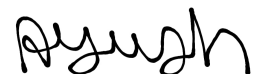
I undertake to familiarize myself with and comply with new requirements as and when announced via Corporate email or uploaded on the share point server.

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.

02-Jan-25

Date



Signature







2011-12-15

ನನ್ನ ಮರಣೋತ್ತರದಲ್ಲಿ ವಿಧವಾ/ಮಕ್ಕಳ ಪಿಂಚಣಿ ಪಡೆಯಲು ಅರ್ಹರಾದ ನನ್ನ ಕುಟುಂಬದ ವಿವರಗಳನ್ನು ಈ ಕೆಳಕಂಡಂತೆ ನೀಡಿರುತ್ತೇನೆ.  
 मेरे मरणोपरान्त विधवा/बच्चों का पेंशन प्राप्त करने हेतु मैं अपने परिवार के सदस्यों का ब्योरा निम्न लिखित प्रकीर प्रस्तुत करता हूँ  
 I hereby furnish below particulars of the members of my family who would be eligible to receive Widow/Children Pension  
 in the event of my death

in the event of my death		ಇದರ ಸಂದರ್ಭದಲ್ಲಿ ಸಂಭವಿಸುವ
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In the event of my death			
ಕುಟುಂಬದ ಸದಸ್ಯರ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ - परिवार सदस्य का नाम Name of the family member	ವಿಳಾಸ/ ಪತಾ/ Address	ಜನ್ಮ ದಿನಾಂಕ जन्म तिथि Date of Birth	ಸದಸ್ಯರೊಂದಿಗಿರುವ ಸಂಬಂಧ सदस्य से संबंध Relationship with member
Harida Kumari	Flat no- 210, Dream Home City, Vijay Singh Yadav Path, Ashapur, Patna - Bihar - 801105	4/5/1978	Mother

- ನೌಕರರ ಪಿಂಚಣಿ ಯೋಜನೆ, 1955ರ ಕಂಡಿಕೆ 2 (vii)ರಲ್ಲಿ ಅರ್ಹಸಿರುವಂತೆ ನನಗೆ ಕುಟುಂಬ ಇರುವುದಿಲ್ಲ ಮತ್ತು ಕುಟುಂಬ ಹೊಂದಿದಲ್ಲಿ ನಾನು ಆ ಸಂಬಂಧ ವಿವರಗಳನ್ನು ಮೇಲ್ಕಂಡ ಸಮೂಹದಲ್ಲಿ ನೀಡುತ್ತೇನೆ.
- ಪ್ರಮಾಣಿತ किया जाता है कि कर्मचारी पेंशन योजना 1995 के पैरा 2(7) में निश्चित प्रकार का मेरा परिवार नहीं है। तथा परिवार की प्राप्ति पर, उपरोक्त प्रपत्र में संबंधित व्यौरा प्रस्तुत करूंगा/करूंगी।
- Certified that I have no family as defined in para 2 (vii) of the Employees' Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.
- ನನ್ನ ಮರಣೋತ್ತರದಲ್ಲಿ ವಿಧವಾ ಪಿಂಚಣಿ ಮತ್ತು ಕುಟುಂಬ ಪಿಂಚಣಿ (ಕಂಡಿಕೆ 16(2)(a)(i) ಮತ್ತು (ii)ರ ಪ್ರಕಾರ ಅರ್ಹವಾದ) ಪಡೆಯಲು ಈ ಕಳಕಂಡವರನ್ನು ನಾಮ ನಿರ್ದೇಶಿಸುತ್ತೇನೆ.
- मेरे मरणोपरान्त पेंशन प्राप्ति के लिए कोई पात्र परिवार सदस्य न होने पर निम्न लिखित व्यक्ति को पेंशन प्राप्ति हेतु नामांकित करता हूँ/करती हूँ।
- I hereby nominate the following person for receiving the monthly widow pension (admissible under para 16(2) (a) (i) and (ii) in the event of my death without leaving any eligible family member for receiving pension.

(i) and (ii) in the event of my death without leaving any will		
नाम निर्देशकन कसरु मत्तु विकास नामांकित का नाम व पता Name & Address of Nominee	जन्म दिनांक जन्म तिथि Date of Birth	सदस्यरूपांगिरुव संबन्ध सदस्य से संबंध Relationship with member
Soumitra Kumar, Flat No. 210, Bloom name city, Dimapur, Patna, Bihar	4/5/1978	Mother

दिनांक/दिनांक/Date 2/1/2025

\* ಸಂಬಂಧಿಸಿದಿರುವುದನ್ನು ಹೊಡೆದು ಹಾಕಿ  
 जो भी लागू नहीं उसे काट दिया जाए  
 Strike out whichever is not applicable

ಸದಸ್ಯನ ಸಹಿ ಅಥವಾ ಹೆಚ್ಚಿಟ್ಟಿನ ಗುರುತು  
अशदाता का हस्ताक्षर या अंगूठा छाप  
Signature or thumb impression of the subscriber

ಮಾಲೀಕರ ಪ್ರಮಾಣ ಪತ್ರ/ನಿಯೋಜಕ ದ್ವಾರಾ ಪ್ರಮಾಣ ಪತ್ರ/Certificate by Employer

ನಿಮ್ಮಿಂದ ಫೋಷಣೆ ಹಾಗೂ ನಾಮ ನಿರ್ದೇಶನಕ್ಕೆ ತ್ರೀ/ತ್ರಿಮತಿ.....AYUSH ADITYA ರವರು ನನ್ನ ಮುಂದೆ ಅವರ ಸಹಿ /ಹೆಚ್ಚುತ್ತಿರುವ ಗುರುತಿನಾಕಾರ. ಅವರು ನಮ್ಮ ಸಂಸ್ಥೆಯಲ್ಲಿ ನೇಮಕಗೊಂಡಿರುತ್ತಾರೆ. ಅವರಿಗೆ ಇದರಲ್ಲಿರುವ ವಿವರಗಳನ್ನು ಓದಿ ಇಳಿಸಿ ಹೇಳಲಾಯಿತೆಂದು ಈ ಮೂಲಕ ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ.

मायात किया जाता है कि, उपरोक्त घोषणा व नामांकन पर हमारी स्थापना में नियुक्त श्री/श्रीमती/सु श्री AYUSH ADITYA ने प्रविष्टियों को पढ़ने के बाद/मुझे पढ़ा कर सुनिश्चित करने के बाद, हस्ताक्षर किया अंगूठा छाप लगाया।

Certified that above declaration, and nomination has been signed/thumb impressed before me, by Sri/Smt./Kum.....  
AYUSH ADITYA .....employed in my establishment after he/she has read the entries/have been  
read over to him/her by me and got confirmed by him/her.

०२००८/दिनांक /Date: 2/1/2025

ಮಾಲೀಕರ ಸಹಿ / ಸಂಸ್ಥೆಯ ಅಧಿಕೃತ ಅಧಿಕಾರಿಯ ಸಹಿ  
नियोजक का हस्ताक्षर या स्थापना के अन्य प्राधिकृत अधिकारी के हस्ताक्षर  
Signature of the employer or other authorised  
officers of the establishment.

ಹುದ್ದೆ / ಪದನಾಮ / Designation : Associate Software

ಸಂಸ್ಥೆಯ/ಕಾರ್ಖಾನೆಯ ಹೆಸರು ಮತ್ತು ಮೊಹರು  
ಫ್ಯಾಕ್ಟರಿ ಸ್ಥಾಪನಾ ಕಾ ನಾಮ ವಾ ಪತಾ/ರಬ್ಬಡ ಮೊಹರು

# FORM 'F'

[See sub-rule(1) of rule 6]

## Nomination

To..... FNFI .....

[Give here name or description of the establishment with full address]

I, Shri/ Shrimati/ Kumari AYUSH ADITYA whose particulars are given in the statement below,

[Name in full here]

hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

- I hereby certify that the person(s) mentioned is a/are member(s) of my family within the meaning of clause (h) of section (2) of the Payment of Gratuity Act, 1972.
- I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.
- (a) My father/ mother/ parents is / are not dependant on me.  
(b) my husband's father/ mother/ parents is/ are not dependant on my husband.
- I have excluded my husband from my family by a notice date the ..... to the controlling authority in terms of the proviso to clause (h) of section 2 of the said Act.
- Nomination made herein invalidates my previous nomination.

## Nominee(S)

Name in full with full address of nominee(s)	Relationship with the employee	Age of nominee	Proportion by which the gratuity will be shared
1. <u>Savitri Kumari</u>	<u>Mother</u>	<u>47</u>	<u>100%</u>
2.			
3.			
so on.			



**Statement**

1. Name of employee in full Ayush Aditya
2. Sex. Male
3. Religion. Hindu
4. Whether unmarried/ married/ widow/ widower. unmarried
5. Department/ Branch/ Section where employed. ADM
6. Post held with Ticket or Serial No., if any.
7. Date of appointment. 2/1/2025
8. Permanent address. Flat No: 210, Dream home City, Ashapur, Patna, Bihar - 801105.

Village. Ashapur Thana. Khogaul Sub-division. Darapur Post Office. Darapur-Khogaul

Place Bongalore  
Date 2/01/2025

Signature/ Thumb impression  
of the employee

Ayush

**Declaration by witnesses**

Nomination signed/ thumb impressed before me.  
Name in full and full

1. Ayush Aditya
2. Bimal Kumar

Signature of witnesses

1. Ayush
2. Bimal

Place Bongalore  
Date 2/01/2025

**Certificate by the employer**

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's Reference No., if any  
6147950

Ayush  
Signature of the employer/  
Officer authorized

Designation Associate Software Developer

Date 2/01/2025

Name and address of the  
Establishment or rubber stamp  
thereof. Ayush Aditya, Flat No. 210 - Dream home City, Ashapur, Patna, Bihar - 801105

**Acknowledgement by the employee**

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Date 2/01/2025

Ayush  
Signature of the employee

**New Form No 11 – Declaration Form**  
(To be retained by the employer for future reference)

**EMPLOYEES' PROVIDENT FUND ORGANISATION**  
Employees' Provident Fund Scheme, 1952 (Paragraph 34 & 57) &  
Employees' Pension Scheme, 1995 (Paragraph 24)

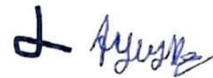
(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and EPS, 1995 is applicable)

1	Name of the Member	Ayush Aditya
2	Fathers' Nam <input checked="" type="checkbox"/> Spouse's Nam <input type="checkbox"/> (Please tick whichever is applicable)	Bimal Kumar
3	Date of Birth (DD/MM/YYYY)	22/09/2002
4	Gender (Male/Female/Transgender)	Male
5	Marital Status (Married/Unmarried/Widow/Widower/Divorcee)	Unmarried
6	(a) Email ID : (b) Mobile No :	ayushaditya2949@gmail.com 8271301722
7	Whether earlier a member of EPF Scheme, 1952	Yes / <input checked="" type="checkbox"/> No
8	Whether earlier a member of EPS Scheme, 1995	Yes / <input checked="" type="checkbox"/> No
9	Previous employment details: [if Yes to 7 and/or 8 above] a) Universal Account Number :	NA
	b) Previous PF Account Number:	NA
	c) Date of exit previous employment: (DD/MM/YYYY)	NA
	d) Scheme Certificate No (if issued)	NA
	e) Pension Payment Order (PPO) No (if issued)	NA
10	a) International Worker :	NA
	b) If yes, state country of region(India/Name of country)	NA
	c) Passport No:	NA
	d) Validity of Passport [DD/MM/YYYY]	NA
11	<b>KYC Details:</b> (attach self attested copies of following KYCs)	
	a) Bank Account Number & IFSC Code	50100691444295,HDFC0004226
	b) AADHAR Number	221200075500
	c) Permanent Account Number (PAN)	ECFPA4243C

## Undertaking

- 1) Certified that the particulars are true to the best of my knowledge.
- 2) I authorize EPFO to use my Aadhar for verification/authentication/KYC purpose for service delivery.
- 3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present PF Account.  
(The transfer would be possible only if the identified KYC detail approved by previous employer has been verified by present employer using his Digital Signature Certificate)
- 4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 2/01/2025  
Place: Bangalore



Signature of Member

## DECLARATION BY PRESENT EMPLOYER

- A. The member Mr. /Ms. /Mrs. Ayush Aditya has joined on 2/01/2025 and has been allotted PF Number \_\_\_\_\_.
- B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:
- (Post allotment of UAN) The UAN allotted for the member is \_\_\_\_\_
  - Please Tick the Appropriate Option:  
The KYC details of the above member in the UAN database  
☐ Have not been uploaded  
☐ Have been uploaded but not approved  
☐ Have been uploaded and approved with DSC
- C. In case the person was earlier a member of EPF Scheme, 1952 and ESP Scheme, 1995:
- The above PF Account number/UAN of the member as mentioned in (A) above has been tagged with his/her UAN/Previous Member ID as declared by member.
  - Please Tick the Appropriate Option:  
☐ The KYC details of the above member in the UAN database have been approved with Digital Signature Certificate and transfer request has been generated on portal.  
☐ As the DSC of establishment are not registered with EPFO, the member has been informed to file physical claim (Form-13) for transfer of funds from his previous establishment.

Date: 2/01/2025



Signature of Employer with Seal of Establishment

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. Ayush Aditya, residing at Bangalore with Employee Number 6147950 (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

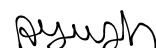
WHEREAS, the Employer and Employee desire to enter into this Agreement in order to acknowledge Employee's obligations with respect to the Employer's Confidential and Proprietary Information, Work Product, Inventions, and Third Party Information (each defined below).

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,





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 not 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



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),
- b) 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

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

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

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.

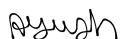
## 22. General Provisions.

- 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: 

Employee Name: Ayush Aditya

Employee Designation: Associate Software Developer

Date: 02-Jan-25

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]



**Details for Employee Identity Card**

Please Fill out the below details in block letters:

**First Name:** ..... Ayush .....

**Middle Name:** .....

**Last Name:** ..... Aditya .....

**Department/ Process:** ..... ADM .....

**Emp No.:** ..... 6147950 .....

**Contact No.:** ..... 8271301722 .....

**Blood Group:** ..... B+ .....

**Transportation Request/Cancellation Form**

Name : ..... Ayush Aditya .....

Emp.ID. : ..... 6147950 .....

Residential Address: ..... Ayush Aditya ,Room No 210 ,2 floor,New Step-inn Pg,Opposite to .....

..... Aroona by pro4,Spice Garden,Lakshminarayana Pura,Marathalli,Bangalore .....

..... 560037 .....

Mobile No : ..... 8271301722 .....

Opting for transportation: Signature of the Employee ..... *Ayush* .....

Department : ..... ADM .....

Note: Transportation is not provided to door step. It is arranged from the nearest point, Please mention land mark on the main road.

**For Office use**

Land Mark- Pick Up/Drop: .....

Date of allocation of route :

Authorized :

signatory Admin :

Name Date :