



3 Way Technologies, 505/503  
Abishree adroit,  
Nr. Mansi circle, Vastrapur,  
Ahmedabad, Gujrat  
Email: info@3waysource.com

## Strictly Confidential

Mr. Yash Mundiya

### Subject: Offer Letter

Dear Yash,

Congratulations!

With reference to your application for employment and subsequent to the interview you had with us,

We are pleased to offer you employment with 3 Way Technologies LLP as **“UI/UX Developer / Frontend developer”** on the terms and conditions listed below and in the Appointment Letter that will be presented to you upon acceptance of this offer.

## I. Position

### Job title

Your title will be **“UI/UX Developer / Frontend developer”** and you will report to the Company's CTO.

### Working schedule

This is a full-time position requiring approximately 40 hours per week. Your regular weekly schedule will be Monday to Friday 9:30 to 6:30

### Employment Relationship

Employment with the Company (*3 Way Technologies*) is for no specific period of time. Your employment with the Company will be “at will,” meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the “at will” nature of your employment may only be changed in an express written agreement signed by you and a duly authorized officer of the Company (other than you.)

## II. Cash Compensation

### Salary



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The Company will pay you a starting salary at the rate of **10000 (Ten Thousand)** Indian Rupees per month, payable in accordance with the Company's standard payroll schedule,

Beginning 1st, September 2022 and you will receive your first paycheck on 5<sup>th</sup>, October 2022. This salary will be subject to adjustment pursuant to the Company's employee compensation policies.

#### **Tax withholding**

All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

#### **Tax advice**

You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

#### **Notice Period:**

Notice period is required 1 month for both parties.

### **III. Privacy and Confidentiality Agreement**

#### **Privacy Agreement**

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

#### **Conflict of Interest policy**

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.



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### **Proprietary Information and Inventions Agreement**

Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

**IV. Probation Period:** Your probation period will be **6 months**.

### **V. Termination Conditions**

The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

### **VI. Interpretation, Amendment and Enforcement**

This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitutes the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorized officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement by 10<sup>st</sup> September 2022. Upon your acceptance of this employment offer, 3 Way Technologies will provide you with the necessary paperwork and instructions.

Sincerely,

**Ashvini Nalawade**  
**(Human Resource Manager)**

Accepted by,

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Date