**Employee Onboarding Agreement**

This Employee Onboarding Agreement ("Agreement") is entered into as of 17th January, 2025 by and between:

**Employer**: Spear Fox Corporation PVT LTD, a company organized and existing under the laws of Tamil Nadu, India, with its principal place of business at 12, Ground Floor, Bhakthavachalu Nagar, Periya Mathur, Chennai - 68 (hereinafter referred to as "Company"); and

**Intern**: Venkatesh Ravi, residing at No:286, TNHB phase 3, ICF Colony, Ambattur, Chennai 600058. (hereinafter referred to as "Employee", “Intern”).

**1. Purpose of the Agreement** The purpose of this Agreement is to outline the terms and conditions under which the Employee will perform their duties for the Company and ensure compliance with confidentiality, data protection, and ethical guidelines.

**2. Duties and Responsibilities** The Employee agrees to:

1. Perform all duties and responsibilities as assigned by the Company diligently, professionally, and in good faith.
2. Comply with the Company’s policies, guidelines, and procedures.
3. Complete all tasks and assignments related to the Social Apps Project ("Project") as per the agreed timelines and standards.

**3. Confidentiality and Non-Disclosure**

1. The Employee acknowledges that during their engagement, they may have access to sensitive information, including but not limited to trade secrets, proprietary information, client details, and project-specific data ("Confidential Information").
2. The Employee agrees not to disclose, discuss, or share any Confidential Information with external parties without prior written consent from the Company.
3. This obligation of confidentiality shall survive the termination of this Agreement.

**4. Data Protection and Classification** The Employee agrees to adhere strictly to the Company’s data policies, including:

1. **Public Data**: Information designated as public can be shared without restrictions.
2. **Private Data**: Access to private data is limited to authorized personnel for legitimate business purposes only.
3. **Confidential Data**: Confidential data must be handled securely and not disclosed without explicit authorization.
4. **Highly Confidential Data**: The highest level of protection must be applied to highly confidential data, and it should only be accessed on a need-to-know basis.

The Employee shall take all necessary precautions to prevent unauthorized access, use, or distribution of data.

**5. Ethical Restrictions**

1. The Employee agrees not to engage in any activities that create a conflict of interest with the Company or its clients.
2. If the Company’s client is a publicly traded company, the Employee shall not invest in the client’s stock during their engagement and for a period of 6 months following the completion of their engagement with the Project.

**6. Term and Termination**

1. This Agreement shall commence on 10, January 2025 and shall remain in effect until the completion of the Project or until terminated by either party in accordance with this Agreement.
2. Either party may terminate this Agreement by providing 30 days written notice.
3. Upon termination, the Employee must return all Company property and ensure that all Confidential Information is deleted or securely returned.

**7. Governing Law and Jurisdiction** This Agreement shall be governed by and construed in accordance with the laws of [Jurisdiction]. Any disputes arising out of or relating to this Agreement shall be subject to the exclusive jurisdiction of the courts of [Jurisdiction].

**8. Acknowledgment** By signing below, the Employee confirms that they have read, understood, and agree to the terms of this Agreement.

**Signed by the Parties:**

**For the Company:**  
Name: Sachithanandam K  
Title: Managing Director

**For the Employee:**  
Name: Venkatesh Ravi

Date: 10/01/2025

