



Employment Agreement

This Employment Agreement ("Agreement") is made effective on 10/14/2025 between Vidhwan Inc Dba ESolutions, ("Employer") of 17304 Preston Rd., #800 Dallas TX 75252, and Daniel Aguirre Coco ("Employee") Residing at 7703 Orangewood Cir Austin TX 78757

Job Title Offered: IOS Developer

Client: HCL/Mastercard

Work Location: Remote

Job Responsibilities: "As defined by the client"

Start date: 10/22/2025

Employer-Employee Relationship:

1. Employer wants to hire Employee for the purpose of "Contract Job or Temporary Work" on a W2 hourly basis to be performed for Employer's "Client(s)".
2. Employee will be placed on project assignments to be determined by the Employer. While on assignment, Employee will continue to report to Employer. Employer will have the right to control Employee's work activities and will make all decisions regarding employment, including supervision, promotion, performance review, compensation, and termination.
3. Employee will provide to Employer the employment services for the compensation described in this Agreement and its attachments Employee agrees to perform faithfully, industriously, and to the best of Employee's ability, experience, and talents, all of the duties that may be required by the express and implied terms of this Agreement, to the good faith satisfaction of Employer. Such duties will be provided at such place as needs and business opportunities of the Employer may require from time to time.
4. Employer-Employee Relationship is of Hire "At Will" Basis.

Compensation:

1. You will be compensated at \$48/hr. on W2 paid Bi-Weekly (*Bi-weekly calendar attached on the last page). You will not be paid for time or hours you do not actually work, such as holidays, sick days, vacation days, time between assignments, etc.
2. Any additional Expenses approved by the Client will be reimbursed.

Work Schedule:

1. Your scheduled workweek will be Monday thru Friday. However, this schedule is subject to modification at the discretion of the Employer and its Client.

Timesheet Reporting:

1. Client Approved Timesheets are required weekly by every Monday for the previous week and sent to timesheet@e-solutionsinc.com. Certain work assignments require progress reports and or that timesheets be approved and submitted prior to the Employer' right to invoice the Employer' Client for services rendered. If

Employee fails to submit progress reports and or timesheets in a timely manner, Employee agrees that Employer will have the right to withhold remuneration from Employee until such time that appropriate reports and or time cards are submitted.

Benefits:

1. As an Employee, after completing 60 days of continuous successful employment with E-Solutions you are entitled to receive and participate in Employee healthcare benefits programs. In case employee decides to opt out of the healthcare benefits offered, he/she is required to share the consent thought the "Benefit waiver form" (Addendum attached)
2. 401K retirement benefits are offered by E-Solutions after 1 year of employment.

Employee Handbook:

1. The Employee will be subject to all rules and policies in force as set out in the Employee's Policy and Procedure Manual/Employee Handbook. Such rules may be amended by the Employer from time to time. Employee further agrees that his or her employment with Employer is made expressly contingent on execution of the agreements attached as Addendums to this Agreement, including, including but not limited to nondisclosure and confidentiality agreements, intellectual property agreements, and non-compete agreements. Employee agrees to review and acknowledge the Handbook on his/her consent only.

Confidential Information:

1. Employee will never directly or indirectly disclose transfer or use any Confidential Information without prior written consent of Employer or Employer' Clients.
2. Confidential Information means: Production processes, marketing techniques, mailing lists, customer names, financial information, methods of doing business, trade secrets, and or information relating to Employer' business or the business of Employer' Clients; Source and object code, flow charts, algorithms, coding sheets, routines, sub-routines, compilers, assemblers, design concepts, and related documentation and manuals, whether or not developed by or contributed to by Employee during the term of this Agreement; and all other materials or information related to the business or activities of Employer or Employer' Clients which are not generally known to others engaged in similar business or activities. Employees agree that Employer and or Employer' Clients will own all technical notes, programs, specifications, and other tangible and intangible property and work product prepared in conjunction with Employee's performance hereunder.
3. Employee agrees to sign and abide by any non-disclosure agreement/NDA required by Employer' Client. The terms of this section will survive the termination of the Employer-Employee Agreement.

Intellectual Property:

1. Employer shall be the exclusive owner of any and all rights, including all patent rights, trademarks, goodwill, patents, designs, copyrights procedures, processes, formulas, methods of production, inventions or other discovery copyrights, and trade secret rights in all inventions, discoveries, technologies, processes, formulae, or information of every description, and all improvements to any of them, invented or developed by Employee ("Employee Developments"), whether alone or with others, during Employee's employment with Employer. Employees assigns to Employer all rights, including all patent rights, copyrights, goodwill, and trade secret rights in all such Employee Developments. Employee shall promptly and fully disclose to Employer all Employee Developments that Employee now has or possesses or that may hereafter come into Employee's possession during Employee's employment with Employer, whether or not conceived during regular working hours. Employee shall provide all assistance that Employer may reasonably request to enable Employer to establish, maintain, defend, or enforce Employer's exclusive ownership of Employee Developments.
2. Employee represents and warrants to Employer that Employee has no obligations to any previous employer that would interfere with or be infringed by Employer's exclusive ownership rights in Employee Developments as described in this section in the event of a breach or threatened breach of this Section, the Employee agrees that the Employer shall be entitled to apply for injunctive relief in a court of appropriate

jurisdiction to remedy any such breach or threatened breach, and acknowledges that damages would be inadequate and insufficient. Without limiting the foregoing and in addition to whatever other rights and remedies the Employer may have at equity or in law, if the Employee breaches any of the provisions contained in this Section, all benefits and payments provided herein shall cease.

Breach of Agreement:

1. Employee is aware that Employer may incur business losses if Employee, without permission, uses the Employer's Confidential Information, proprietary information, or unfairly competes with the Employer, in violation of this Agreement, or otherwise unfairly or illegally interferes with Employer's business or contracts.
2. The Employer and Employee acknowledge that it would be impracticable and extremely difficult to ascertain the amount of actual damage caused by the material breach of the Client Confidentiality, Client Intellectual Property, Client Non-Compete & Client Non-Solicit Clauses set forth in this Agreement. Employees also agree that nothing in this section is intended to limit the Employer's right to obtain any other remedies available to Employer for such breach or threatened breach. The undertakings herein this provision of this Agreement shall survive the termination or cancellation of this Agreement or of the Employee's employment.
3. At the end of each project employees need to submit all client /employer assets within one week after last date of project

Failure to do so can lead to legal action. Also, Employee will be responsible to pay the damages which employer incurs as penalty levied by client for the loss of assets.

Agreement to Arbitrate:

1. Election to Arbitrate: All claims, disputes, controversies, or disagreements of any kind whatsoever ("claims"), including any claim arising out of or in connection with this Agreement between Employer and Employee shall be addressed by a mediator that is mutually agreeable to Employer and Employee.
2. If the dispute cannot be settled by such a mutually agreed upon mediator, the dispute shall be settled by arbitration submitted to final and binding arbitration before the American Arbitration Association in accordance with the laws of the State of California.

"The Parties acknowledge that they are aware that they have the right to a jury trial and agree to waive their right to a jury trial".

1. For the purposes of this agreement to arbitrate, references to "Employer" include Employer and all subsidiary and related entities and their Employees, supervisors, officers, directors, owners, agents, benefit plans, benefit plan sponsors, fiduciaries, administrators, affiliates; and all successors and assigns of any of them, and this agreement to arbitrate shall apply to them to the extent Employee's claims arise out of or relate to their actions on behalf of Employer. Claims covered by this arbitration provision include, but are not limited to the following: (1) alleged violations of federal, state, or local constitutions, statutes, regulations, or ordinances, including, but not limited to anti-discrimination and harassment laws; (2) allegations of a breach of Agreement obligation; and (3) alleged violations of public policy.

Exclusive Means of Dispute Resolution:

In consideration for and as a material condition of Employee's employment with Employer, Employer and Employee agree that final and binding arbitration is the exclusive means for resolving the claims outlined in this Arbitration Agreement. However, this Arbitration Agreement does not in any way alter the at-will status of Employee's employment. This Arbitration Agreement is a waiver of all rights Employee may have to civil court action on any dispute outlined by this Agreement. Accordingly, only an arbitrator, not a judge or jury, will decide the dispute, although the arbitrator has the authority to award any type of relief that could otherwise be awarded by a judge or jury.

Governing Law and Venue:

The terms of this Agreement will at all times and in all respects be governed by the laws of the State of California and Employee acknowledges and agrees that in the event any dispute should arise under this Agreement, the jurisdiction for any action will be in the State of California and venue for said dispute will be the County of Santa Clara, State of California, and the prevailing party will be awarded the full costs of attorney fees and court costs.

Notices:

Any notices required to be given will be sufficient if in writing and sent by certified or registered mail, return receipt requested, or first-class postage prepaid, in case of Employee, to Employee's address as shown in Employer's records, and in case of Employer's, to its mailing address at 2 N Market Street Suite 400, Vidhwan Inc dba E-Solutions. Notices will be deemed given when actually received or three days after mailing, whichever is earlier

Entire Agreement:

This Agreement contains the entire Agreement between Employer and Employee, and no representations, promises, agreements, or understandings, written or oral, not contained in this Agreement will be of any force or of any effect, except the following: (Add pages if necessary.

No Partnership:

This Agreement creates only an employer-employee relationship and this Agreement will not be deemed to be a partnership or joint ventures

Headings:

The heading and other captions in this Agreement are for convenience and reference only and will not be used in interpreting, construing, or enforcing any other terms of this Agreement.

Employer:**Employee:** Daniel Aguirre Coco

Signature: _____

Signature: Daniel Coco _____

10/14/2025

Printed Name: Tammy Thurmon**Title:** Employee Relationship Manager

E-Solutions Bi-weekly 2024 -2025 Payroll Calendar			
Period	Pay Period	Pay Period	Paycheck
Number	Begin Date	End Date	Date
1	12/15/24	12/28/24	01/03/25
2	12/29/24	01/11/25	01/17/25
3	01/12/25	01/25/25	01/31/25
4	01/26/25	02/08/25	02/14/25
5	02/09/25	02/22/25	02/28/25
6	02/23/25	03/08/25	03/14/25
7	03/09/25	03/22/25	03/28/25
8	03/23/25	04/05/25	04/11/25
9	04/06/25	04/19/25	04/25/25
10	04/20/25	05/03/25	05/09/25
11	05/04/25	05/17/25	05/23/25
12	05/18/25	05/31/25	06/06/25
13	06/01/25	06/14/25	06/20/25
14	06/15/25	06/28/25	07/03/25
15	06/29/25	07/12/25	07/18/25
16	07/13/25	07/26/25	08/01/25
17	07/27/25	08/09/25	08/15/25
18	08/10/25	08/23/25	08/29/25
19	08/24/25	09/06/25	09/12/25
20	09/07/25	09/20/25	09/26/25
21	09/21/25	10/03/25	10/10/25
22	10/05/25	10/18/25	10/24/25
23	10/19/25	11/01/25	11/07/25
24	11/02/25	11/15/25	11/21/25
25	11/16/25	11/29/25	12/05/25
26	11/30/25	12/13/25	12/19/25
27	12/14/25	12/27/25	01/02/26

Vidhwan Inc dba E-Solutions | | 2 N Market Street Suite 400, Vidhwan Inc dba E-Solutions | | Ph# 408-289-8200 | |
 Fax#408-521-0167 | | www.e-solutionsinc.com

“A Diversity Inclusive Company”