



9th April 2025

K. Ponsindhu

Dear Ms. Ponsindhu,

We are pleased to make this offer of employment as "**Software Engineer**" at Amadis Technologies Pvt Ltd., a group company of Amadis Technologies Inc., USA ("Amadis"). Congratulations and welcome to the Amadis Family.

This letter serves to document the significant terms of your employment. This offer is contingent upon: (i) you are clearing all necessary background and reference checks, and (ii) you furnishing relevant documentation evidencing your educational and professional qualifications. If you wish to accept this offer, you must do so by signing this letter in the space provided and returning the signed original letter within 5 business days from the date of this letter. You shall be expected to begin employment on a date to be mutually agreed upon on or before **July 2nd, 2025**, ("The Effective Date").

We expect that during your tenure with us, you will perform your tasks to the highest level of professionalism and display a commitment to the Amadis Organizational goals and business ethics. We expect that you will not engage in or do any other business or render any professional services on a full-time or part-time basis during your employment with us. We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or others either during your employment or after, any information related to the company, its employees, or associates. We expect that you will not act in any manner, which may tend to be prejudicial or detrimental to the reputation of the company and its associates. We hope that your association with us will be a long and fruitful one. Please return the signed duplicate of this letter mentioning the date of joining as a token of acceptance of the offer letter.

- **Position/Duties.** As Software Engineer at Amadis, your base location will be the Amadis Global India delivery center at Nagercoil, Tamil Nadu, India. Please note you may be required to travel globally to perform your responsibilities. This offer is made with the understanding that you may be asked to accept assignments at Company office sites or specified geographical sales regions, which may be re-defined by the Company at its sole discretion as our marketing strategies develop. In this position, you are expected to devote your full time, best efforts, knowledge, and experience to discharging the duties assigned to you. This may include being available outside of normal business hours as clients need demand.
- **Compensation.**
 - **Base Salary:** During the term of this Agreement, you will be paid a base salary at an annualized rate of **Rs 2,40,000 (Rupees Two Lakhs Forty Thousand Only)**, payable in accordance with the Company's standard monthly payroll schedule and policies and subject to all required and elected withholdings. The Company will review your salary on an annual basis, and any changes in your base salary will be determined by the Company, in its sole discretion.

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- **Variable Bonus.** You will be eligible for a variable compensation bonus at the annual rate of **Rs 60,000.00 (Rupees Sixty Thousand Only)**. The bonus payment will be based on the achievement of your KPIs mutually discussed and agreed upon by you and your manager. This annual Variable Bonus will be paid under the Company's standard payroll schedule and policies, as in effect from time to time.

Miscellaneous: These terms and conditions in this Offer Letter embody the entire agreement between you and the Company with respect to the terms and conditions of your employment and are intended to take the place of any previous oral or written understandings, negotiations, or communications between us pertaining to the terms and conditions of your employment.

Amadis Technologies Pvt Ltd.

By: Ms. Janani Manivasagam
Title: Sr Manager, HR & Administration

Please indicate acceptance of this offer including the below-mentioned sections of the General Terms & Conditions, Annexures A, B & C, by returning this with your signature.

Signature: Senthil

Print Name: Pongsenthe K

Date Signed: 4-7-2025

The terms and conditions governing employment are detailed below:

- **Probation:** Your probation will be for Three (3) months at the end of which, based on your performance review, Amadis will confirm your employment. If your performance is found to be unsatisfactory, Amadis can either extend your probation OR terminate your employment contract. Amadis believes in teamwork, open communication, trust, and drive. It is very important for us that you will enshrine these values in all your transactions in Amadis. Your employment contract is governed by certain rules, regulations, and Policies in Amadis. They must be adhered to for the employment contract to have meaning and disregarding them, can result in serious disciplinary action. We urge you therefore to ensure that you always abide by these rules.
- **Leave:** You will be provided with 12 days of leave per annum, which will be calculated on a pro-rata basis based on your date of joining. While we encourage you to avail yourself of this facility, we urge you to plan your leave with your superiors and team members such that work does not suffer in your absence.
- **Transfer and Deputation:** The company reserves its right to transfer you to functions, departments, offices, or operations of both Amadis and any client site, in any part of the world.
- **Working hours:** Amadis recognizes that we work in an Industry wherein flexible time is advantageous for its members. While the regular work hours are between 09 AM to 06 PM IST, You work for a minimum of 8 hours every day. While on deputation or transfer to another location during your employment, you abide by the work hours stipulated for that location.
- **Employee Relations:** Amadis believes in being a fair and transparent Employer. If there are any issues or queries, relating to compensation or working conditions. We urge you to discuss this with your supervisor. Kindly ensure that the discussion and the results of the discussions are confidential.
- **Equal Opportunity Employer:** Amadis enters employment contracts based on the applicant's merit, qualifications and ability. We do not discriminate on employment opportunities based on race, color, creed, gender, religion, marital status, age, national origin, physical or mental disability, medical condition, sexual orientation, or any other consideration.
- **Confidentiality:** We expect you to not divulge or disclose to any outsider or others either during your employment or after, any information related to the company. Its employees or associates. We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation of the company and its associates. As an employee of Amadis, you are requested to sign and agree to the Confidentiality & Trade Secrets agreement.
- **Conflict of Interest:** Your employment with Amadis overrides all other occupational/consulting interests you may have.
- **Business Courtesy:** No employee may directly or indirectly accept from or provide to any representative of a, organization with which Amadis has a business relationship any gift or favor other than an ordinary business courtesy or social amenity. No employee may solicit any gift or favor. This is viewed very seriously as an abuse of trust placed by Amadis in the employee.
- **Safety to self and Company equipment:** Amadis expects you to follow all the safety norms for protecting self and company equipment. If you ignore these norms, the company has the jurisdiction to initiate disciplinary action against you, commensurate to the misconduct.

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- **Change of personal information:** The event there is a change in status, like an advancement of educational qualification, residential address, or marital status, it is imperative that you inform The Company appropriately.
- **Notice Period:** The Employee notice period begins from the date of resignation and will be for Three months. Amadis, at its discretion, can reduce this notice period.
- **Use of Internet and e-mail:** Amadis encourages you to use e-mail and the Internet for education and effectiveness on the job. However, these facilities should not be misused for sending/receiving off-color information; such acts will result in disciplinary action.

Miscellaneous: These terms and conditions in this Offer Letter embody the entire agreement between you and the Company with respect to the terms and conditions of your employment and are intended to take the place of any previous oral or written understandings, negotiations, or communications between us pertaining to the terms and conditions of your employment.

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Annexure A

Restrictive Covenants:

- a. **Non-Solicitation:** During the term of your employment and in the event your employment with the Company ceases for whatsoever reason, you agree that, in addition to any other limitations, you will not directly or indirectly for a period of two years following that cessation of employment:
- i. Solicit or accept employment with any Amadis and/or any of its Affiliates' or Subsidiaries' Customers. On your behalf or as a partner or as an officer, director, an employee, agent or shareholder or any other entity; or person or as a trustee, fiduciary or other representative or any other person or entity.
 - ii. Employ, solicit the employment of, or encourage or aid any other party to employ or solicit the employment of any Amadis employee or independent contractor.
 - iii. Contact any persons or companies which are Customers or prospective Customers of Amadis or any of its affiliates or subsidiaries for the purpose of soliciting the Customers or prospective Customers in competition with Amadis its affiliates or subsidiaries nor solicit or divert or cause anyone to solicit or divert, any such Customers or prospective Customers from Amadis, its subsidiaries, and/or its affiliates.

For the purpose of the above, "Customer" means any organization or person or Franchisee to which for a fee or charge, Amadis has provided services and with whom you have had contact during your employment with Amadis. A "Prospective Customer" means a person, or another organization or person to which Amadis has, within the twelve months period preceding such termination or separation of employment, has/had submitted a proposal to provide services, the preparation of which included your direct involvement.

- b. **Non-Competition:** In the event you cease your employment with Amadis, you will not directly or indirectly solicit or accept employment with any Competitor of Amadis for:
- i. A period of one year after the termination of your employment if such termination results either from your voluntary resignation OR Amadis terminates your employment for cause or for any breach committed by you.
- OR
- ii. A period of six months after the termination of your employment, when such termination results from the Company terminating your employment without cause, unless Amadis approves in writing a waiver of such a restriction.

However, you may obtain a written exception approval from Amadis to waive the foregoing restriction in (i) and (ii) above, and Amadis agrees that such approval shall not be unreasonably withheld.

For the purpose of this agreement, "Competitor" shall mean and include any business, whether in corporate, proprietorship or partnership form or otherwise (i) of cloud Fin Ops product / services firm (whether or not the business is headquartered in US, India, (ii) whose annual revenues are between (and including) USD 5 Million and USD 100 Million and such Company being involved in outsourcing or consulting services related to Cloud Native technologies Software Consulting and Computer system development or placement of persons to provide such services (whether it is an employee, agent,



independent Contractor, or otherwise)

b) Post Termination Obligations:

Covenant against Disclosure:

- a) During and after your employment/engagement with Amadis, you agree not to disclose or use any knowledge or information of an unpublished, confidential, proprietary, or trade secret nature generated or otherwise acquired by you from Amadis or its customers.
- b) In addition to all other obligations with respect to the observance of the local government security regulations, you understand that it may be desirable or necessary for Amadis or any of its suppliers, licensors, or customers to disclose to you information relating to the technology, systems methods of operations, products, and business data of Amadis or its suppliers, licensors, or customers and, you therefore agree to the following:
 - (i) To accept and retain such data and information in complete confidence and, at all times during or after the termination of my employment, not to disclose or reveal such data or information to others and refrain from using such data for purposes other than those purposes authorized in writing by Amadis.
 - (ii) Not to directly or indirectly publish, communicate, divulge, or describe to any unauthorized person nor use, claim, patent, or copyright any such data or information during the term of my employment or at any time subsequent thereto without the prior written consent of the Amadis.
- c) To keep the contractual relationship of Amadis with its suppliers, licensors, or customers confidential. I further agree not to disclose any supplier, licensor, or customer relationships to any third party.

Annexure B

PROTECTION OF CONFIDENTIAL INFORMATION AND TRADE SECRETS AGREEMENT

THIS AGREEMENT ("Agreement") is made as of 9th April 2025 by and between Amadis Technologies, Inc. (the "Company"), and K. Ponsindhu ("Employee"). The Company and/or the Employee may be referred to herein as a "Party" or collectively as the "Parties." The Company and Employee mutually desire to enter into this agreement containing important terms and conditions pertaining to Employee's at-will employment with the Company.

NOW, THEREFORE in consideration of the mutual covenants contained herein, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties to this Agreement do hereby agree as follows:

1. Company's Confidential Information.

- a) Employee acknowledges and agrees that: (i) in the course of Employee's employment with Company, Employee has and will become familiar with the Company's Trade Secrets and with other Confidential Information (as defined below) concerning the Company and that Employee's services will be of special, unique and extraordinary value to the Company; (ii) but for Employee's employment by Company, Employee would not have access or exposure to Confidential Information or Trade Secrets; (iii) the Confidential Information and Trade Secrets has taken a long time to develop and is the product of substantial investment by the Company; and (iv) Company has a legitimate and protectable interest in protecting its Confidential Information and Trade Secrets from unauthorized disclosure and that this Agreement is intended to protect those interests. Accordingly, Employee agrees that any Trade Secret or other Confidential Information belonging to the Company which relates to the business or affairs of the Company or its affiliates (as defined) shall remain the sole and exclusive property of Company and its affiliates. Except insofar as may be absolutely necessary for Employee to carry out Employee's duties and responsibilities for Company while employed by Company, hereafter Employee shall not use (or share with any person or business entity) Company's Trade Secrets or other Confidential Information without the prior written consent of Company's Chief Executive Officer.¹
- b) Employee acknowledges that the provisions of this Agreement are necessary to protect the Confidential Information and Trade Secrets and that none of the restrictions contained herein preclude Employee from earning a livelihood or unreasonably impose limitations on Employee's ability to earn a living. For the avoidance of doubt, following the termination of the Employee's employment, nothing herein is intended to preclude Employee from being employed by or being able to do business with any actual or potential Company customer and/or client, so long as Employee does not use or disclose Trade Secret or Confidential Information to do so and otherwise complies with this Agreement.
- c) For purposes of this Agreement: (i) the term **Confidential Information** includes, without

¹ The only exception to this obligation is where the disclosure of the Confidential Information is required pursuant to applicable law or a court order or decree (in which case Employee shall give prior written notice to the Company of such disclosure to the extent permitted by applicable law, order or decree to enable Company to contest the disclosure).

limitation, all Trade Secrets² and other non-public information about the Company and its affiliates (regardless of the form in which such information appears and whether or not such information has been reduced to a tangible form), as well as information relating to financial statements, client and customer identities, potential clients and customers, employees, advisors suppliers, vendors, potential acquisition targets, servicing methods, programs, strategies and information, analyses, profit margins or other proprietary information used by the Company in connection with its businesses, but excluding any information that is in the public domain; Provided, that the term Confidential Information does not include (a) information which is or becomes generally known to the public through no act or omission by Employee; (b) information which has been or hereafter is lawfully obtained by you from a source other than the Company or any of its Affiliates; and (c) information which has been or hereafter is lawfully obtained by you from a source other than the Company or any of its Affiliates; (ii) the term **Affiliate** means any person or entity which controls, is controlled by or is under common control with the Company, and "control" means, with respect to any entity, the possession, direct or indirect, of the power to direct or cause the direction of the management and policies of such entity, whether through ownership of voting securities, by contract or otherwise; (iii) the term **Company Product** means any product or service which the Company or any of its Affiliates is marketing, selling or developing and any other product or service which the Company or any of its Affiliates has marketed, sold or developed at any time during Employee's employment.

- d) Employee acknowledges: (i) that the business of the Company will be conducted throughout the United States during Employee's employment and as part of Employee's responsibilities, Employee may be called upon to travel throughout the United States and other jurisdictions where the Company conducts business during the Employee's employment in furtherance of their businesses and relationships; (ii) notwithstanding the state of organization or principal office of the Company, it is expected that the Company will have business activities and have valuable business relationships within its industry throughout the United States; and (iii) Employee acknowledges and agrees that the potential harm to the Company of the non-enforcement of any provision of Agreement outweighs any potential harm to Employee of its enforcement by injunction or otherwise.
- e) Employee shall at all times take reasonable and appropriate steps to safeguard Confidential Information and to protect it against disclosure, misuse, espionage, loss and theft and follow all Company directives relating to informational security.
- f) Employee shall deliver to the Company at any time the Company may request, all memoranda, notes, plans, records, reports, computer files, disks, printouts and software and other documents and data (and copies thereof) of any kind containing Trade Secrets, Confidential Information or the business of the Company (including, without limitation, all acquisition prospects, lists and contact information).
- g) Employee expressly acknowledges and agrees that each and every restraint imposed by this Agreement is reasonable with respect to subject matter, time period and geographical area. In addition, Employee acknowledges and agrees that this Agreement shall remain in full force and effect in accordance with its terms notwithstanding any change in Employee's title, duties,

² For purposes of this Agreement, the term "Trade Secrets" means Confidential Information that the Company has made reasonable efforts to keep confidential and that derives independent economic value, actual or potential, from not being generally known to the public or to other persons who can obtain economic value from its disclosure or use.

- i) **Ownership of Property.** Employee acknowledges that all discoveries, concepts, ideas, inventions, innovations, improvements, developments, strategies, methods, processes, programs, designs, analyses, drawings, reports, patent applications, copyrightable work and mask work (whether or not including any Confidential Information) and all registrations or applications related thereto, all other proprietary information and all similar or related information (whether or not patentable) that relate to the Company's actual or anticipated business, research and development, or existing or future products or services and that are conceived, developed, contributed to, made, or reduced to practice by Employee (either solely or jointly with others) in the course of Employee's employment by the Company, whether before or after the date of this Agreement (including any of the foregoing that constitutes any proprietary information or records) ("Work Product"), belong to the Company, and Employee hereby assigns, and agrees to assign, all of the above Work Product to the Company. Any copyrightable work prepared in whole or in part by Employee in the course of Employee's work for Company shall be deemed a "work made for hire" under the copyright laws, and the Company shall own all rights therein.¹
- j) **Third Party Information.** Employee understands that the Company will receive from third parties confidential or proprietary information ("Third Party Information") subject to a duty on the Company's part to maintain the confidentiality of such information and to use such Third Party Information only for certain limited purposes. During the Employee's employment and thereafter, and without in any way limiting the provisions above, Employee shall hold Third Party Information in the strictest confidence and will not disclose it to anyone (other than personnel and consultants of the Company who need to know such information in connection with their work for the Company) or use Third Party Information for any purpose whatsoever, except as may be necessary in connection with Employee's work for the Company.
- j) **Use of Information of Prior Employers.** Employee understands and acknowledges that the Company respects the confidential information and trade secrets of other entities. No member of the Company's management wants, nor will they willingly use, confidential information and/or trade secrets that are the property of a third party. Accordingly, during Employee's employment, Employee shall not be permitted to improperly use or disclose any such confidential information or trade secrets of a former employer or any other person to whom Employee has an obligation of confidentiality, and will not bring onto the premises of the Company any such information.
- k) Employee hereby represents and warrants to the Company that (i) the execution, delivery and performance of this Agreement by Employee do not and shall not conflict with, breach, violate or cause a default under any contract, agreement, instrument, order, judgment or decree to which Employee is a party or by which Employee is bound, (ii) Employee is not a party to or bound by any employment agreement, noncompete agreement or confidentiality agreement with any other person, business or entity other than the Company, and (iii) upon the execution and delivery of this Agreement by the Company, this Agreement shall be the valid and binding obligation of Employee, enforceable in accordance with its terms. Employee further acknowledges and represents that Employee is not subject to any pending, or to Employee's knowledge any threatened, lawsuit, action, investigation or proceeding involving Employee's prior employment

¹ To the extent that any such copyrightable work is not a "work made for hire", Employee hereby assigns and agrees to assign to the Company all right, title, and interest, including without limitation, copyrights in all copyrightable work or a use right in and to such copyrightable work.

or consulting work or the use of any information or techniques of any former employer or contracting party.

1. **Employee and Customer Solicitation.** To protect the Company's Confidential Information and Trade Secrets, Employee agrees that, during the Employee's employment, and ending twelve (12) months following the termination of Employee's employment (the "Protection Period"), Employee shall not use Confidential Information or Trade Secrets to: (i) induce or attempt to induce any employee, advisor or independent contractor of any member of the Company to leave the employ or engagement of the Company, or in any way interfere with the relationship between any member of the Company and any of its employees, advisors or independent contractors, (ii) employ, hire or retain any person who was an employee or advisor of any member of the Company as of the date of Employee's last day of employment, or at any time within the twelve -month period prior to Employee's last day of employment with Company; or (iii) induce any client, customer, supplier, vendor, licensor, lessor or other business relation of the Company (or any prospective client, customer, supplier, vendor, licensor, lessor or other business relation with the Company has entertained discussions regarding a prospective business relationship) to cease or refrain from doing business with the Company Group. For the avoidance of doubt, following the termination of the Employment Period, nothing herein is intended to preclude Employee from being able to employ employees of the Company so long as Employee complies with the requirements of this Agreement.

2. **General Provisions.**

- a. **Severability.** Whenever possible, each provision of this Agreement will be interpreted in such manner as to be effective and valid under applicable law, but if any provision of this Agreement is held to be invalid, illegal, or unenforceable in any respect under any applicable law or rule in any jurisdiction, such invalidity, illegality, or unenforceability will not affect any other provision or the effectiveness or validity of any provision in any other jurisdiction, and this Agreement will be reformed, construed, and enforced in such jurisdiction as if such invalid, illegal, or unenforceable provision had never been contained herein, and any ultimate interpreter of the provisions of this Agreement shall, to the extent possible, reform the terms and provisions of this Agreement to the least extent possible under applicable law.
- b. Employee acknowledges that he has carefully read this Agreement and has been furnished the opportunity to consult with legal counsel of Employee's choosing regarding its contents. By signing the Agreement and continuing Employee's employment, Employee further acknowledges and agrees that Employee has given careful consideration to the restraints imposed upon Employee by this Agreement and is in full accord as to their necessity for the reasonable and proper protection of Confidential Information, Trade Secrets and all other proprietary information of the Company now existing or to be developed in the future.
- c. **Successors and Assigns.** Except as otherwise provided herein, this Agreement shall bind and inure to the benefit of and be enforceable by the Parties and their respective successors and assigns.
- d. **Applicable Law.** The laws of the State of California will govern all other questions concerning the construction, validity, and interpretation of this Agreement.

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- e. **Arbitration.** Employee and the Company mutually agree that any and all existing or future disputes, claims or controversies arising out of or relating to this Agreement, Employee's employment, the termination thereof, or otherwise arising between Employee and the Company shall, in lieu of a jury or other civil trial, be settled by final and binding arbitration in accordance with the Federal Arbitration Act. This agreement to arbitrate includes all claims whether arising in tort or contract and whether arising under statute or common law. Employee and the Company also agree to submit claims to the arbitrator regarding issues of arbitrability, the validity, scope, and enforceability of this Agreement, jurisdiction, as well as any gateway, threshold, or any other challenges to this Agreement, including claims that this Agreement is unconscionable. The arbitration shall be administered by JAMS, pursuant to the JAMS Employment Arbitration Rules & Procedures ("Rules") in effect at the time of arbitration (see <http://www.jamsadr.com/rules-employment-arbitration>). In the event that any term or provision of the Rules conflicts with any term or provision of this Agreement, the term or provision of this Agreement shall prevail. Judgment on any award rendered by the arbitrator may be entered and enforced by any court having jurisdiction thereof. Employer shall pay the cost of the arbitrator (the arbitration fees and any administrative costs of JAMS associated with the arbitration. The prevailing Party in any arbitration shall be entitled to recover its reasonable attorney's fees and costs, where authorized by contract or statute.
- f. **Attorneys' Fees.** If either Party brings an action to secure the enforcement of this Agreement or otherwise upon the breach or default of this Agreement, the prevailing Party in such action, as finally determined in a final judgment by a court (in the case of an injunction) or an arbitration, shall be entitled to reasonable attorneys' fees, costs, expert witness fees, accountant and consultant fees and other documented expenses. Any award of damages following judicial remedy or arbitration as a result of the breach of this Agreement or any of its provisions shall include an award of prejudgment interest at the maximum amount of interest allowed by law from the date the action to enforce this Agreement or any such provisions is submitted for judicial remedy or arbitration.
- g. **Remedies.** The Parties to this Agreement will be entitled to enforce its/their rights under this Agreement to recover damages and costs (including attorney's fees) caused by any breach of any provision of this Agreement and to exercise all other rights existing in its favor. However, the Parties also agree and acknowledge that money damages may not be an adequate remedy for certain breaches of this Agreement, in which case the Party may, in its sole discretion, apply to any court of law or equity for specific performance and/or other injunctive relief to enforce or prevent any violations of the provisions of this Agreement, without posting any bond or deposit.
- h. **Amendment and Waiver.** The provisions of this Agreement may be amended or waived only with the prior written consent of the Company and Employee, and except as expressly provided herein, no course of conduct or course of dealing or failure or delay by any Party hereto in enforcing or exercising any of the provisions of this Agreement shall affect the validity, binding effect or enforceability of this Agreement or be deemed to be an implied waiver of any provision of this Agreement.
- i. **Complete Agreement.** This Agreement embodies the complete agreement and



understanding among the Parties with respect to Confidential Information, Trade Secrets and Employee's use of any other proprietary information belonging to Company. This Agreement supersedes any prior understandings, agreements or representations by or among the Parties, written or oral, which may have related to the subject matter hereof.

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Annexure C

EMPLOYEE BOND AGREEMENT

This Employee Bond Agreement is made and entered into on this 9th April 2025, by and between Amadis Technologies Pvt Ltd, a company incorporated under the laws of Tamil Nadu (India), with its principal office located at Ground Floor, Popular Building, Mead Street, Nagercoil, Tamil Nadu 629 001 (hereinafter referred to as the "Employer"), and [Employee Name], residing at [Employee Address] (hereinafter referred to as the "Employee").

1. Purpose: The purpose of this Agreement is to outline the terms and conditions under which the Employee agrees to remain employed with the Employer for **two years** from the date of this Agreement.

2. Term of Employment: The Employee agrees to serve the Employer faithfully and diligently for **two (2) years** commencing on 2nd June 2025 and ending on 30th May 2027 (the "Bond Period").

3. Employee Obligations:

- The Employee shall devote their full time, attention, and abilities to the duties assigned by the Employer.
- The Employee shall adhere to all company policies, procedures, and codes of conduct.

4. Bond Amount: In consideration of the training, resources, and support provided by the Employer, the Employee agrees to a bond amount of Rs. 1,00,000/- (the "Bond Amount"). If the Employee terminates their employment before the end of the Bond Period, the Employee agrees to repay the Bond Amount to the Employer.

6. Repayment Terms:

- If the Employee terminates their employment before the end of the Bond Period, the Bond Amount shall be repaid within 30 days of termination.
- The Employer reserves the right to deduct any outstanding Bond Amount from the Employee's final paycheck.

7. Exceptions: The following circumstances shall not require repayment of the Bond Amount:

- Termination of employment by the Employer without cause.
- Termination due to medical incapacity or other extenuating circumstances as determined by the Employer.

8. Confidentiality: The Employee agrees to maintain the confidentiality of all proprietary information and trade secrets of the Employer both during and after the Bond Period.

9. Entire Agreement: This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements, understandings, or representations.

11. Amendment: This Agreement may only be amended or modified by a written agreement signed by both the Employer and the Employee.



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