

# OFFER LETTER & EMPLOYMENT AGREEMENT

Date: 14 August 2025

Candidate Name: \_\_\_\_\_

Address: \_\_\_\_\_

**Dear Candidate,**

We are pleased to offer you employment with NeuroStack Technologies Pvt. Ltd., subject to the following terms and conditions. This document governs your employment, responsibilities, compensation, and legal obligations with the Company.

## **1. Position & Duties**

You are appointed as Software Engineer – Applied Intelligence. Your duties may include development, testing, deployment, research, documentation, and any other responsibilities assigned by the Company. The Company reserves the right to modify your role, designation, or responsibilities based on business needs.

## **2. Employment Nature**

Your employment is full-time and at-will. This does not guarantee continued employment for any specific duration.

## **3. Compensation & Pay Structure**

Your total Cost to Company (CTC) shall be INR 12,00,000 per annum, structured as follows:

- Fixed Pay: INR 7,20,000 per annum
- Variable / Performance Pay: INR 3,00,000 per annum
- Retention & Discretionary Bonus: INR 1,80,000 per annum

Variable and bonus components are subject to performance, compliance, and management discretion. The Company may revise or withhold variable pay without assigning reasons.

## **4. Working Hours**

Standard working hours are 9 hours per day, 5 days a week. Due to project requirements, you may be required to work extended hours, weekends, or holidays without additional compensation.

## **5. Work Location & Transfer**

Your initial location shall be decided by the Company. You may be transferred, relocated, or required to work from any location, client site, or remote setup in India or abroad. Refusal may be treated as misconduct.

## **6. Confidentiality**

You shall maintain strict confidentiality of all proprietary, technical, financial, and client-related information during and after employment. Any breach may lead to termination and legal action.

## **7. Intellectual Property**

All work products, ideas, inventions, source code, designs, or materials created during employment, whether during working hours or otherwise, and whether using Company resources or not, shall be the exclusive property of the Company. You waive all moral and economic rights over such intellectual property.

## **8. Monitoring & Data Access**

The Company reserves the right to monitor emails, devices, systems, communications, and activities conducted on Company or personal devices used for Company work.

**9. Performance & Discipline**

Your performance shall be reviewed periodically. The Company may place you on a Performance Improvement Plan (PIP), reduce compensation components, or terminate employment if expectations are not met.

**10. Notice & Termination**

You may resign by providing 90 days written notice or salary in lieu thereof, subject to approval. The Company may terminate your employment with immediate effect without notice or compensation in cases of misconduct, breach, or business exigencies.

**11. Non-Compete & Non-Solicitation**

You agree not to engage in competing activities, solicit clients, or approach employees during employment and for 24 months post termination, across all geographies.

**12. Liability & Indemnification**

You shall indemnify the Company against any losses, damages, penalties, or claims arising from your actions, negligence, or policy violations.

**13. Policies & Amendments**

You agree to follow all Company policies, present or future. The Company may amend policies or terms of employment at its discretion without prior notice.

**14. Governing Law**

This agreement shall be governed by the laws of India. Courts of Bengaluru shall have exclusive jurisdiction.

**15. Acceptance**

By signing below, you acknowledge that you have read, understood, and accepted all terms and conditions stated herein.

For NeuroStack Technologies Pvt. Ltd.

Authorized Signatory

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_