



OFFER LETTER

To,

Sanket Choudhary

Date: 9th January 2025

Dear Sanket,

We are pleased to offer you the internship position as **Product Support Intern** at Blitz ©Bigshort Tails Private Limited, at a **stipend of Rs. 22,000/- (Twenty Two Thousand Only) per month** and the details of which have been given in the **Annexure A** attached below. Based on your performance during the internship period, the company shall offer you a full-time position.

Your Job responsibilities will be as discussed and mutually agreed upon. You are expected to join in the location of **Bangalore**. We hope you will enjoy your role and make a significant contribution to the success of the **Product Development**.

Upon joining, you shall be required to enter and execute a detailed employment agreement with the company. If you agree to these terms and conditions, may we request you to sign the copy of this letter, including **Annexure A** (compensation details) and **Annexure B** (general terms and conditions) as a token of your acceptance.

Yours sincerely,

For BIGSHORT TAILS PVT. LTD.

A handwritten signature in blue ink, appearing to read 'Mayank Varshney'.

DIRECTOR

Mayank Varshney

I accept the above terms and conditions and shall abide by them.

Signature _____ Date:

Sanket Choudhary



Annexure A

Compensation Details

Role : Product Support Intern

Profile Type : Internship

Joining Date : 20th January 2025

Ending Date : 20th July 2025

Remunerations :

1. Salary

Components	Monthly (Rs.)
Basic	22,000

Please sign and return a copy of this letter as a token of your acceptance of the offer.

I accept the above terms and conditions and shall abide by them.

Signature_____ Date:

Sanket Choudhary



Annexure B

General Terms & Conditions

1. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not get engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company.
2. Leave : You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law.
3. Your services can be terminated with 15 days' notice on either side and without any reasons whatsoever during your Internship.
4. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
5. You shall at all times readily conform to obey and execute all lawful orders which may be issued to you and comply with all such rules and regulations as the Company may frame from time to time.
6. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
7. You confirm that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement and you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.



8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
9. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, trade secrets, or proprietary information, or intellectual property, or Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile or strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

All Intellectual Property rights in any work or material developed/co-developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.

10. You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the Joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.



11. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.
12. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having to deal with the company and if you are offered any, you should immediately report the same to the Management.
13. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
14. You will be responsible for the safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
15. You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.
16. All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.
17. If at any time hereafter it shall be agreed between the Company and yourself that alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.
18. Non-compete and non-solicitation*: You shall not do or indulge in any of the following, without the prior written consent of the Company :



- a. **Compete** : During the Employment Period and for a period of at least 6(Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company;
- b. **Solicit Business** : During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavour to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company
- c. **Solicit Personnel** : During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

*The compensation stated in **Annexure A** of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which may have Company's Code of Business principles, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. We request you to go through the same and understand them. You will be required to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.



This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time.

The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

If you agree to these terms and conditions, may we request you to sign the copy of this letter as a token of your acceptance.

Yours sincerely

For BIGSHORT TAILS PVT. LTD.

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DIRECTOR

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