



March 1, 2022

Punna Hitesh Kumar

Room No-57, Hostel-2, IIT BOMBAY, Powai, Mumbai, Maharashtra - 400076

Dear Punna

Thoughtworks Technologies (India) Private Limited is pleased to offer you an internship in our Mumbai, India office commencing from March 4, 2022 until July 4, 2022

We are confident that you will find your time with Thoughtworks both personally and professionally rewarding.

The terms of the internship are as under:

- You are eligible for a stipend of INR 22,300.00 per month (all-inclusive), payable at the end of each month.
- This offer of internship will not create any employment relationship between You and Thoughtworks.

Confidentiality and other terms

- During your internship, you may be placed on regular client projects. Hence, you will not reveal or carry back, sensitive information such as the project source code or client information as a part of your project report. The project presentation and/or report must be reviewed and approved by Thoughtworks before submission to your college. You will be entering into a non-disclosure agreement on the date of commencement of internship.
- Your internship period is an opportunity to learn and contribute. Please note that your performance may be assessed during this period.
- Thoughtworks observes various human resources, administrative and statutory policies and you are bound to comply with such policies as amended from time to time

DocuSigned by:

A handwritten signature in black ink that reads "Sanita Hortikar".

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Termination

- Either party may terminate the internship with two weeks of notice. The Company may, at its discretion, terminate the internship from such date as it may deem fit even before the expiry of notice period without compensating for the un-expired period and is not bound to give any reasons thereof.

Please indicate your acceptance of the internship by signing the enclosed copy and returning it to me at your earliest convenience. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees.

We look forward to hearing from you and to a mutually beneficial and exciting association.

Yours Sincerely,

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Name: Savita Hortikar

Title: Head of Recruitment

The terms and conditions mentioned in this offer letter are acceptable to me

Name: Punna Hitesh Kumar

Date: March 2, 2022 | 5:25 AM CST



CONFIDENTIALITY & INVENTION ASSIGNMENT AGREEMENT

This **CONFIDENTIALITY & INVENTION ASSIGNMENT AGREEMENT** (the “**Agreement**”) is made at Bangalore as of **March 4, 2022** by and between **Punna Hitesh Kumar**, hereinafter referred to as (“**Consultant**”), residing at **Room No-57, Hostel-2, IIT BOMBAY, Powai, Mumbai, Maharashtra - 400076** and Thoughtworks Technologies (India) Private Limited, a company incorporated under the Companies Act, 1956, and having its present registered office at Thoughtworks Technologies (India) Pvt Ltd. ACR Mansion G + 3 floors, 147/F, 8th Main, 3rd Block Koramangala, Bangalore-560034, (hereinafter referred to as the “**Company**”)

RECITALS

- A. In connection with its engagement of the Consultant, the Company anticipates that it will disclose to the Consultant certain materials and information that it or its clients regard, or any third party vendor regards, as proprietary and the Consultant recognizes that he/she will receive certain proprietary materials and information relating to, or used in, the Company’s business. In connection therewith, the Consultant acknowledges that his/her unauthorized use or disclosure of such materials or information could cause the Company great and irreparable injury.
- B. In consideration of the foregoing, and as a condition to the commencement of the Consultant’s engagement with the Company, the Company desires that the Consultant enter into this Agreement with the Company in order to protect such materials and information. The Consultant understands and acknowledges the need for this Agreement and makes it willingly.

AGREEMENTS

NOW, THEREFORE, as a condition to the commencement of the Consultant’s engagement and in consideration of the Salary payable to the Consultant, the training and the intellectual input received by the Consultant from the Company, and the Company’s disclosure of Confidential Information (as herein defined) to the Consultant and the Company’s engagement of the Consultant, the Consultant hereby agrees as follows:

1. Definitions

- a) As used in this Agreement, a “**Competitor**” means any person or entity which engages in or proposes to engage in the design, development, manufacture, processing or sale of any product or service useful for any purpose also served by a product or service which the Company designs, develops, manufactures, processes or sells or is proposing to design, develop, manufacture, process or sell.

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Sanita Hortikar

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- b) As used in this Agreement, “**Confidential Information**” means all tangible and intangible information including Inventions and Works (as defined below), all documents and other tangible materials and things which record it, relating to, or used in, the Company’s business, whether or not Trade Secret Information (as defined below), and whether owned by the Company, any of its clients, or any third party vendor, which would ordinarily and without breach of any legal obligation not generally be known to the public, or to Company’s or its client’s competitors, and was disclosed to or developed by the Consultant during the course of, or as a result of, his engagement with the Company. By way of illustration, Confidential Information includes, without limitation, the following especially sensitive types of information which are owned or used by the Company, or owned by the Company’s clients, or third party vendors: (i) product development and marketing plans, advertising programs, and planning and merchandising strategies, budgets, business opportunities; (ii) technical information, including formulae, pricing information, processes and methods of production; (iii) inventions, disclosures, ideas, trade secret information, patent applications, manuals, know-how, trade marks, intellectual properties, improvements, research in progress, work in progress, prototypes, and the like; (iv) the identity, purchase and payment patterns of, and special relations with, customers and prospective customers; (v) the identity, net prices and credit terms of, and special relations with, suppliers and shippers; (vi) computer programs, software, computer systems, computer logic, algorithms, individual computer designed features, computer or software features, methods, processes, program or system documentation, data, object codes and source codes and system or software design criteria, mask works, works of authorship; (vii) business records and financial information; (viii) the contents of invention disclosures or draft patent applications that are yet to be filed; (ix) the contents of filed patent applications that are not yet published and publicly available and (x) any other information or documents which the Company reasonably regards as being confidential (whether or not communicated to the Consultant).
- c) As used in this Agreement, “**Inventions and Works**” means all inventions, patterns, compilations, copyrights in any drawings, reports, software, computer programs, code, notes, customer lists, work papers, correspondence and other tangible materials and things, including any such items which embody Confidential Information, devices, methods, databases, discoveries, technologies, improvements, layout-designs, semiconductor integrated circuits, processes, concepts, techniques, designs, algorithms, trade secrets, works of authorship, mask works, developments, customer lists, good will, trademarks, service marks, trade names and general intangibles of like nature, and related know-how.
- d) As used in the Agreement, “**Trade Secret Information**” means Confidential Information, and all documents and other tangible materials and things which record it, and which: (i) has economic value, actual or potential, from not being known by others who could obtain economic value from its disclosure or use; and (ii) is the subject of reasonable efforts to maintain its secrecy.

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2. **Confidentiality**

2.1 The Consultant shall hold any and all Confidential Information received by, or otherwise disclosed to, him/her in the strictest of confidence. Without limiting the foregoing, the Consultant shall comply with all of the Company's instructions for preserving its confidentiality and use Confidential Information only in furtherance of the Company's business. In addition, the Consultant at all times during the term of engagement of the Consultant with the Company and thereafter shall not, except as the Company otherwise directs, copy, remove from the Company's premises, directly or indirectly disclose, sell, give, or otherwise transfer Confidential Information to any person or entity (including, without limitation, any Competitor), or for himself/herself or others use Confidential Information in a manner which is or would be damaging to the Company's business or competitive advantage. The Consultant shall retain his/her obligations under this Agreement with respect to Trade Secret Information until the date that the Company or such other rightful owner publicly discloses such Trade Secret Information. The Consultant shall retain his/her obligations under this Agreement with respect to Confidential Information which is not Trade Secret Information until the sooner of (a) the date that the Company or such other rightful owner publicly discloses such Confidential Information or (b) the last day of the maximum period permitted by law.

2.2 The Consultant acknowledges that all Confidential Information, Inventions and Works and Trade Secret Information are being provided to the Consultant in trust for the purpose of use by the Consultant on behalf of the Company. Any violation of the terms of this Agreement by the Consultant in relation to such Confidential Information, Inventions and Works and Trade Secret Information shall be considered as a breach of trust by the Consultant and the Company shall be entitled to proceed against the Consultant with any action whether under civil law, tort, criminal law or otherwise.

3. **Information of others.**

3.1 The obligations of the Consultant as provided herein in relation to Confidential Information shall also apply to Confidential Information of customers, vendors, consultants, shareholders, licensors, collaborators, joint developers, customers, Consultants, and other parties with whom the Company does business or is associated with to the same extent as if it were the Company's Confidential Information.

3.2 The Consultant will not, during his engagement with the Company or otherwise, improperly use or disclose to the Company or Related Party of the Company, any confidential, trade secret, or other proprietary information or material of any previous employer or other person, and will not bring onto the Company's premises or provide to any Related Party of the Company, any unpublished document or any other property belonging to any former employer or any person to whom the Consultant owes an obligation of confidentiality without the written consent of that former employer or person.

3.3 Related Party of the Company shall include any employee, associate, consultant, director, shareholder, Consultant or any person who may bring liability upon the Company vicariously by his/her actions.

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Sanita Hortikar

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4. **Ownership of Inventions and Works**

- 4.1 The Consultant shall fully and promptly report and disclose, in writing, all Inventions and Works to the Company. The Company shall automatically own all rights, title and interest in all Inventions and Works whether or not patentable, copyrightable or protectable as a trade secret or trademark or otherwise qualified for mask work protection and all translation rights related thereto, which result from the work performed by the Consultant or which the Consultant makes, conceives or develops during his / her engagement with the Company or thereafter, whether alone or together with other persons created in the Company's premises or outside but using the Company's property or other proprietary rights therein, shall be the property of the Company.
- 4.2 In addition, an Invention or Work shall not include inventions or works for which no equipment, supplies, facility, Confidential Information or Invention or Work or Trade Secret Information of the Company was used and which was developed entirely on the Consultant's own time, unless (a) the invention or work relates (i) to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention or work results from any work performed by the Consultant for the Company; in which case such inventions or works shall constitute Inventions and Works as defined in the this Agreement.
- 4.3 If Consultant has any rights to any Inventions or Works and if such rights cannot be owned by the Company, in such an event, the Consultant hereby assigns and agrees to assign to the Company or its assignee, without further consideration, the worldwide, perpetual and entire right, title, and interest in and to all Inventions and Works, including all rights to obtain, register, perfect and enforce patents, copyrights, trademarks, mask work rights, and other intellectual property protection for Inventions and Works. The Consultant hereby irrevocably transfers and assigns to the Company any Moral Rights, worldwide and in perpetuity, that Consultant may have with respect to any Inventions or Works. To the extent the Consultant cannot assign such rights, the Consultant hereby waives and agrees not to assert such rights against Company or its assigns or its or their licensees.
- 4.4 If Consultant has any rights to Inventions or Works that cannot be assigned to the Company, or waived by Consultant, then the Consultant unconditionally and irrevocably grants to Company, an exclusive, irrevocable, perpetual, worldwide and royalty free license to exercise all such rights of an author of such works including the right to assign, or sublicense through multiple levels of sub licensees, reproduce, create derivative works, distribute, publicly perform and display by all means now known or later developed.
- 4.5 The Consultant hereby waives any and all claims, of any nature whatsoever, which the Consultant now has or may hereafter have against the Company or its employees, officers and agents for infringement of any proprietary rights assigned hereunder to Company by the Consultant. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment of proprietary rights shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-usage and / or non-enforcement of such right within one (1) year of such assignment.

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4.6 The Consultant agrees to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any form that may be required by the Company) of all Inventions and Works developed by him, whether individually or jointly with others, during the period of engagement with the Company, which records shall be available to and remain the sole property of the Company at all times.

4.7 During the Consultant's engagement with the Company and at all times after termination of his/her engagement with the Company for any reason, the Consultant (or if he is deceased, his/her personal representative) shall perform such lawful acts as the Company may request to obtain patents on, copyrights in, or otherwise perfect its ownership rights in, Inventions and Works.

5. **Enforcement of Inventions and Works**

5.1 The Consultant will assist the Company in every proper way to obtain, and from time to time, to enforce, the Inventions and Works in India and any other foreign countries. To that end, the Consultant will execute, verify and deliver such documents and perform such other acts (including appearances as a witness) as the Company may reasonably request in applying for, obtaining, perfecting, evidencing, sustaining and enforcing the Inventions and Works and the assignment thereof. In addition, the Consultant agrees to execute, verify and deliver assignments of the Inventions and Works to the Company or its assignee. The Consultant's obligation to assist the Company as above shall continue beyond the termination of engagement.

6. **Prior Inventions & Works.**

6.1 All Inventions and Works, if any, whether registered or unregistered, which the Consultant has made either alone or jointly with others, conceived, developed or reduced to practice prior to the commencement of Consultant's engagement with the Company, and that Consultant considers to be Consultant's property or the property of such third parties, set out in **Annexure A** (hereinafter referred to as "**Prior Inventions & Works**")- are excluded from the scope of this Agreement.

6.2 If disclosure of any such Prior Inventions and Works would cause the Consultant to violate any prior legal obligation, the Consultant is not to list such Prior Inventions and Works in **Annexure A** but only disclose a cursory name for each such invention and work, a listing of the party to whom it belongs and the fact that full disclosure has not been made for that reason. If no such disclosure is provided, the Consultant represents that there are no Prior Inventions and Works.

6.3 If in the course of Consultant's engagement with the Company, the Consultant incorporates a Prior Invention and Work into a Company product, process or machine, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with all rights of an author or owner of such works including rights to sublicense through multiple tiers of sublicenses) to make, have made, modify, use and sell such Prior Invention and Work. Notwithstanding the foregoing, the Consultant agrees that Consultant will not incorporate, or permit to be incorporated, Prior Inventions and Works in any Company Inventions and Works without the Company's prior written consent.

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7. **Return of Documents.**





7.1 Upon termination of his engagement with the Company, or earlier if requested by the Company, the Consultant shall promptly return to the Company, without retaining any copies, all tangible materials and things which contain Confidential Information, together with all computer print-outs, work papers, files, client lists, supplier lists, telephone and address books, rolodex cards, internal memoranda, appointment books, calendars, keys, computers, software files, program files, data files, notes files, documents and other tangible materials and things the Company entrusted to the Consultant, or which the Consultant created or developed in whole or in part within the scope of his engagement with the Company during the course of his engagement with the Company even if they do not contain Confidential information.

7.2 On termination of his/her engagement with the Company, the Consultant shall promptly deliver all such materials to the Company and shall sign the "Termination Certificate" attached hereto as **Annexure B**. The Consultant shall disclose in the Termination Certificate, the Inventions and Works that he/she believes he/she may have contributed to during the course of his/her engagement and shall affirm the ownership of the same by the Company. It is clarified that such list is by way of illustration only, based on the belief of the Consultant, and will not limit the rights of the Company to other Inventions and Works that may not be disclosed by the Consultant in the Termination Certificate.

8. Remedies

8.1 The Consultant acknowledges that the Company would be greatly injured by breach of the Consultant's obligations under this Agreement and the Consultant agrees that damages will not be an adequate remedy in the event of breach of this Agreement. The Consultant agrees that the Company shall be entitled (without limitation to any other right or remedies available to the Company) to obtain an injunction or other measures from any court of competent jurisdiction prohibiting the continuance or reoccurrence of any breach of this Agreement. In each case in the event the Company prevails in court or an arbitration proceeding, the Consultant shall pay the Company's court or arbitration costs, attorney fees and other expenses of enforcing its rights under this Agreement.

9. Prior Contracts

9.1 The Consultant represents that there are no other contracts to assign inventions or works that are now in existence between him and any other person or entity. The Consultant represents that he has no other employment, consultancy, or undertakings which would restrict and impair his performance of this Agreement.

10. Not Employment Agreement

10.1 The Consultant acknowledges that this Agreement does not constitute an agreement of employment between the Company and the Consultant, and that the execution and delivery of this Agreement by the Consultant does not in any manner assure the future engagement of the Consultant by the Company. All matters relating to the engagement of the Consultant by the Company (except for those contained in this Agreement) shall be governed by and construed in accordance with those oral and written agreements (if any) from time to time otherwise entered into between the Company and the Consultant, none of which will modify this Agreement unless it is in writing and signed by the Company.

This Agreement shall survive termination of the Consultant's engagement with the Company, even if that termination is wrongful.

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Sanita Hortikar

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11. **Indemnification**

- 11.1 The Consultant shall indemnify and hold the Company harmless from and against any and all losses, costs, damages and expenses resulting from the Consultant's unauthorized disclosure of our use of Confidential Information, and from and against any breach by the Consultant of any of the terms of this Agreement.

12. **Non-Solicitation**

- 12.1 During the term of Consultant's engagement with the Company, and for one year thereafter, the Consultant shall not directly or indirectly, without the prior written consent of the Company, solicit, recruit, hire, encourage or induce any employees, directors, consultants, associates, Consultants or subconsultants of the Company to leave the employment of the Company or negatively alter their relationship with the Company, either on Consultant's own behalf or on behalf of any other person or entity.

13. **Restriction vis-à-vis clients, customers**

- 13.1 The Consultant agrees that he/she shall not actively seek, or apply for employment, hiring or other work engagement opportunities, in his/her personal capacity, directly or indirectly, with any of the existing clients or customers of the Company, in any region, with whom he/she has come to interact or associate, in the course of his/her work in the Company. The Consultant needs to understand that this restriction shall apply during the term of his/her engagement with the Company.

14. **Agreements with Third Parties**

- 14.1 The Consultant acknowledges that the Company may from time to time have agreements with third parties which impose obligations or restrictions on the Company regarding Inventions and Works made during the course of work under such agreements or regarding the confidential nature of such work. The Consultant agrees to be bound by all such obligations or restrictions and to take all action necessary to discharge the obligations of the Company thereunder.

15. **Notification to new Employer**

- 15.1 In the event the Consultant leaves the engagement of the Company, the Consultant hereby consents and agrees to notify Consultant's new employer of the rights of the Company and Consultant's obligations under this Agreement.

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16. **Arbitration**

- 16.1 Any dispute(s) arising out of this Agreement shall, as far as possible, be settled amicably between the Parties hereto failing which the dispute(s) shall be referred to a sole arbitrator to be appointed by the mutual written consent of both the Parties. The seat of arbitration proceedings shall be Bangalore, India and the provisions of Arbitration and Conciliation Act, 1996, as amended from time to time, shall apply to such arbitration proceedings. The proceedings shall be in held in English language. The award shall be binding on the Parties, subject to the applicable laws in force and the award shall be enforceable in any competent court. The Parties further agree to keep the arbitration proceedings and the arbitral award confidential.

17. **Miscellaneous**

- 17.1 This Agreement is the entire understanding of the parties hereto on the subject matter hereof, supersedes all prior inconsistent understandings, and may be amended only by a writing signed by the parties to this Agreement. The laws in India in effect at the time of construction shall govern the interpretation of the Agreement. Consultant recognizes that the foregoing limitations are reasonable and may be properly required for the adequate protection of the business of the Company.
- 17.2 If any provision as written is deemed over-broad or otherwise unenforceable, the Consultant agrees to submit to the construction which will give the Company the maximum protection which is reasonable and permissible under the circumstances (including, if necessary, a reduction in the time and/or geographic scope of obligations under Sections 2 and 3 hereof), this agreement shall remain otherwise in full force apart from the said provision which will be deemed deleted., if this is not possible, the provision shall be severed and the parties shall however attempt to replace the deleted provision with a legally valid provision that reflects the same purpose of the deleted provision to the greatest extent possible.
- 17.3 Failure, delay or forbearance of the Company to insist on the Consultant's strict performance of any provision of this Agreement, or to exercise any right or remedy, shall not operate or be construed as a waiver. The Company's express waiver of any right or remedy in one or more instances shall not waive or excuse Consultant's subsequent strict performance. The Company may assign its rights under this Agreement, but the Consultant may not. This Agreement shall be binding upon the Consultant, his/her heirs and his/her personal representatives, and shall inure to the benefit of the Company's successors and assigns.

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IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first set forth above.

THE CONSULTANT HAS HAD AMPLE OPPORTUNITY TO REVIEW THIS AGREEMENT WITH HIS/HER ATTORNEY. IF THE CONSULTANT DID NOT DO SO, IT IS BECAUSE HE/SHE UNDERSTOOD THE ENTIRE AGREEMENT, AND DID NOT FEEL THAT HE/SHE NEEDED LEGAL ADVICE. THE CONSULTANT ACKNOWLEDGES THAT THE RESTRICTIONS CONTAINED HEREIN ARE FAIR, APPROPRIATE AND REASONABLE UNDER THE CIRCUMSTANCES.

Thoughtworks Technologies (India) Private Limited		Punna Hitesh Kumar
Signature:  <small>DocuSigned by: FBB0426C2ECC402...</small>	Signature: _____	
Name: Savita Hortikar		Title: Intern
Title: Head of Recruitment		Date : March 4, 2022
Doc No _____		Witness Signature _____
		Witness Name _____

ANNEXURE A PRIOR INVENTIONS AND WORKS

The Board of Directors





Thoughtworks Technologies (India) Private Limited
 ACR Mansion G + 3 Floors, 147/F, 8th Main,
 3rd Block Koramangala,
 Bangalore-560034
 India

Dear Sir,

1. Except as listed in Section 2 below, the following is a complete list of all inventions or improvements relevant to the subject matter of my engagement with Thoughtworks Technologies (India) Private Limited that have been made or conceived or first reduced to practice by me along or jointly with others prior to my engagement with the Company:

☐
☐

No Inventions or improvements (✓/x)

See below (✓/x)

☐

Whether Additional Pages Attached (✓/x)

2. Due to a prior legal obligation, I cannot complete the disclosures under Section 1 above with respect to Prior Inventions or Works generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following parties:

No	Prior Invention or Works	Parties	Relationship
1.			
2.			
3.			

The above facts and information is true and correct to the best of my knowledge and belief.

Yours faithfully

Name: Punna Hitesh Kumar

DocuSigned by:
Sanita Hartikar
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Date : March 4, 2022

ANNEXURE B

Termination Certificate





This is to certify that I do not have in my possession, nor have I failed to return, any papers, records, data, notes, drawings, files, documents, samples, devices, products, equipment, designs, computer programs, and other materials, including reproductions of any of the aforementioned items, belonging to Thoughtworks Technologies (India) Private Limited, its subsidiaries, group companies, affiliates, successors, or assigns (together, the “**Company**”).

I further certify that I have complied with all the terms of the Confidentiality & Invention Assignment Agreement executed between me and the Company (the “**Agreement**”), including the reporting of any Inventions and Works (as defined therein) conceived or made by me (solely or jointly with others) covered by the Agreement.

I further agree that, in compliance with the Agreement, I will continue to abide by the terms of this Agreement to the extent required after termination of my employment and in particular, will continue to keep confidential, all Company Confidential Information.

I hereby affirm that the following, by way of illustration and not limitation, are Inventions and Works to which I may have contributed during my employment and that these Inventions and Works belong exclusively to the Company and the terms of this Agreement shall apply accordingly.

I also agree not to solicit employees of Thoughtworks India directly or indirectly for employment.

☐
☐

No Inventions or improvements (✓/x)

See below (✓/x)

☐

Whether Additional Pages Attached (✓/x)

Date: _____

Consultant's Signature _____

Consultant's Name and Number _____



Certificate Of Completion

Envelope Id: B1028DE0AC194BCE81BA4A0B3C9AC524

Status: Delivered

Subject: Thoughtworks - Offer Letter Punna Hitesh Kumar

Source Envelope:

Document Pages: 13

Signatures: 12

Certificate Pages: 5

Initials: 0

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Time Zone: (UTC-06:00) Central Time (US & Canada)

Envelope Originator:

Siddharth Kshirsagar

200 E. Randolph St.

25th Floor

Chicago, IL 60601

siddharth.k@thoughtworks.com

IP Address: 52.20.168.64

Record Tracking

Status: Original

3/2/2022 5:09:20 AM

Holder: Siddharth Kshirsagar

siddharth.k@thoughtworks.com

Location: DocuSign

Signer Events

Savita Hortikar

savitah@thoughtworks.com

Head of recruitment INDIA

Security Level: Email, Account Authentication
(None)**Signature**

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Signature Adoption: Pre-selected Style

Using IP Address: 106.201.55.111

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Viewed: 3/2/2022 5:25:14 AM

Signed: 3/2/2022 5:25:34 AM

Electronic Record and Signature Disclosure:

Accepted: 4/9/2018 5:07:53 AM

ID: 961deb1b-9686-4031-8f55-1434972d93db

Punna Hitesh Kumar

hiteshkumarpunna1@gmail.com

Security Level: Email, Account Authentication
(None)

Sent: 3/2/2022 5:25:37 AM

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Accepted: 3/2/2022 12:28:57 PM

ID: 66e88e8c-52e5-4df9-b5ca-a5dbc7ba2ac5

In Person Signer Events**Signature****Timestamp****Editor Delivery Events****Status****Timestamp****Agent Delivery Events****Status****Timestamp****Intermediary Delivery Events****Status****Timestamp****Certified Delivery Events****Status****Timestamp****Carbon Copy Events****Status****Timestamp**

asyed@thoughtworks.com

asyed@thoughtworks.com

Security Level: Email, Account Authentication
(None)**COPIED**

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Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Witness Events**Signature****Timestamp****Notary Events****Signature****Timestamp**

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	3/2/2022 5:10:17 AM
Certified Delivered	Security Checked	3/2/2022 12:28:57 PM
Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, ThoughtWorks, Inc. (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through your DocuSign, Inc. (DocuSign) Express user account. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. For such copies, as long as you are an authorized user of the DocuSign system you will have the ability to download and print any documents we send to you through your DocuSign user account for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of your DocuSign account. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use your DocuSign Express user account to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

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Required hardware and software

Operating Systems:	Windows2000? or WindowsXP?
Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum

Enabled Security Settings:	<ul style="list-style-type: none"> • Allow per session cookies • Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection
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** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

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