

EMPLOYMENT CONTRACT

This Employment Contract is entered into on January 20, 2025

BETWEEN

TechVision Solutions Private Limited, a company incorporated under the Companies Act, 2013, having its registered office at Tech Park, Tower B, 5th Floor, Whitefield, Bangalore - 560066 (hereinafter referred to as the "EMPLOYER")

AND

Mr. Arjun Mehta, son of Mr. Rakesh Mehta, aged 28 years, residing at 234 Green Valley Apartments, HSR Layout, Bangalore - 560102 (hereinafter referred to as the "EMPLOYEE")

WHEREAS the Employer desires to employ the Employee and the Employee has agreed to accept employment with the Employer on the terms and conditions set forth herein.

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, the parties agree as follows:

1. POSITION AND DUTIES

The Employee is appointed as Senior Software Engineer in the Engineering Department. The Employee shall perform duties as assigned by the Employer and shall report to the Engineering Manager.

2. COMMENCEMENT DATE

The employment shall commence on February 1, 2025.

3. PROBATION PERIOD

The Employee shall be on probation for a period of 6 months from the date of joining. During this period, either party may terminate the employment by giving 15 days' notice.

4. COMPENSATION

The Employee shall be paid a gross annual salary of Rs. 18,00,000 (Rupees Eighteen Lakhs Only) payable in 12 equal monthly installments. The salary is subject to applicable tax deductions.

5. WORKING HOURS

The normal working hours shall be 9:30 AM to 6:30 PM, Monday to Friday, with a one-hour lunch break. The Employee may be required to work additional hours as per business requirements.

6. LEAVE ENTITLEMENT

The Employee shall be entitled to:

- 24 days of paid annual leave
- 12 days of sick leave
- Public holidays as per company calendar

7. CONFIDENTIALITY

The Employee agrees to maintain strict confidentiality of all proprietary information, trade secrets, and business information of the Employer during and after the term of employment.

8. NON-COMPETE

The Employee agrees not to engage in any competing business or work for any competitor for a period of 12 months after termination of employment.

9. TERMINATION

After successful completion of probation, either party may terminate this contract by giving 60 days' written notice or salary in lieu thereof.

10. BENEFITS

The Employee shall be entitled to:

- Health insurance coverage for self and family
- Provident fund contribution as per statutory requirements
- Performance-based annual bonus
- Professional development opportunities

11. INTELLECTUAL PROPERTY

All work products, inventions, and intellectual property created by the Employee during the course of employment shall be the exclusive property of the Employer.

12. GOVERNING LAW

This contract shall be governed by the laws of India and subject to the jurisdiction of courts in Bangalore.

IN WITNESS WHEREOF the parties have executed this Employment Contract on the date first written above.

FOR TECHVISION SOLUTIONS PVT LTD

EMPLOYEE

(Authorized Signatory)
Name: Sanjay Gupta
Designation: HR Director

(Arjun Mehta)

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