



# UNIVALL

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**Startup Name: Univall**

**Agreement Date:** \_\_\_\_ / \_\_\_\_ / 20\_\_

## 😊 Welcome to the Journey

*“You’re not just joining a job — you’re joining a dream. A dream that needs belief, hard work, and heart. This is the **Golden Time**, where history begins — and you're one of the first chapters.”*

### 1. Parties Involved

**Company: Univall**

**Employee Name:** \_\_\_\_\_

**Employee Address:** \_\_\_\_\_

### 2. Role & Responsibilities

You are joining as a **Founding Team Member**. In this early stage, roles are dynamic. Your responsibilities may evolve based on the Company’s needs, but your core contribution will help shape the future.

### 3. Start Date & Probation

Employment starts on: \_\_\_\_\_

Probation Period: **3 months**

During this period, we learn and grow together. At the end of it, we evaluate performance and passion before full confirmation.

### 4. Compensation

Monthly Salary: ₹\_\_\_\_\_ (during probation)

Post-confirmation, salary will be reviewed based on performance and the Company's progress.

## 5. Golden Time Clause

This startup is in its **founding phase**, which we proudly call the **Golden Time**. Employees who contribute actively, show leadership, and align with our vision will be considered for core positions — including future leadership or **Board of Directors** roles.

*“This is your startup too. Grow with it, and own your impact.”*

## 6. Confidentiality & Startup Secrets

You agree that **all internal information** — including strategies, product ideas, business models, documents, financials, client/vendor data, or any team discussions — are **strictly confidential**.

No part of it is to be disclosed, shared, or discussed outside the Company, during or after your employment, without **written permission** from the Company.

Violation of this clause will be treated as a serious breach of trust and may lead to legal action.

## 7. Ownership of Work

All work, code, ideas, designs, content, and intellectual property created during your time in the Company shall belong fully to the Company.

## 8. Work Culture

- Flexible work hours
- Hybrid/remote-friendly
- We trust you to own your time and deliver your best
- We believe in **“impact over attendance”**

## 9. Termination

Either party may end this agreement with a **15-day written notice**.

Immediate termination may occur in case of breach, misconduct, or violation of confidentiality.

## 10. Future Benefits

As the Company scales, founding team members will be given priority in:

- Leadership positions
- Equity participation / ESOPs
- Profit-sharing models



*“Great companies are built by great people. You’re not just here to work — you’re here to **build**. And we’re proud to build this future with you.”*

**Authorized Signatory – Univall**

(Sign) \_\_\_\_\_ Date:\_\_\_\_\_

**Employee Signature**

(Sign) \_\_\_\_\_ Date:\_\_\_\_\_