



UNIVALL

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:_____

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