

4. Intellectual Property: The rights to any inventions, improvements, discoveries, concepts, ideas, systems, methods, computer programs, proprietary models, databases, computer software and works of authorship related to Company's operations and arising out of any work done in the course of your employment or created using Company's infrastructure and/or resources would automatically vest with the Company ("Company Intellectual Property"). In this connection, where required, the Company may obtain patent rights in its name (or jointly with others) based on your invention, discovery or other creative effort, whether arising directly for work done in the course of employment or otherwise created using Company's infrastructure and/or resources. Further, you agree that all such work created by you are "Works Made For Hire" and the Company may seek copyright registration for such work. You agree that all other work, whether copyrightable or not, including without limitation any works which may be deemed by competent authority not to be "Works made for Hire", created as above, are hereby assigned to the Company, including without limitation all right, title and interest in and to the copyright thereof throughout the world including all moral rights, all renewals and extensions thereof and the right to make and distribute copies in any media, to translate, and/or make derivative works there from. You agree to execute for all registrations, assignments, transfer documents and other instruments necessary or desirable in the reasonable opinion of the Company to record any assignment or registration of copyright or other transfer of ownership in any work.

You are specifically made aware that you will not be liable to any compensation for such acts, and that any rewards which the Company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in the above for you. It is explicitly agreed that you do not have any right to use the work created herein in any other engagement.

5. Software Copyright Act: We enforce the copyright act and any unauthorized copying of software, documentation, manuals etc. is an infringement of this act and is a disciplinary offence.

6. Job Assignments: During the course of your employment you may be given any assignment arising out of the Company's business that the management, in its judgment, reasonably feels is suited to your background, qualifications or experience. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your usual duties during your employment.

7. Business Continuity: The Company may from time to time impart or/and sponsor you for training in specialized areas, including but not limited to, training on the use of industry standard software tools and applications, client proprietary software tools and applications, and general management and performance improvement. You may also be required to take important assignments abroad. For such activities you will be required to execute a Business Continuity Agreement to serve the Company for a minimum specified period of time from the beginning of such special training/ important assignments. The period of such service shall be decided on a case to case basis.

8. Relocation/ Deputation: The Company may, in its business interests, or in exigencies, relocate/depute you to its office/s, subsidiaries, or affiliates, in India or abroad, or at customers' locations. In such cases of relocation/ deputation, you will be governed by the Company's transfer policy and guidelines.

9. Termination of regular employment:

(a) Termination on insolvency:

If you become bankrupt or be adjudged insolvent or compound with your creditors, the Company shall be entitled to terminate forthwith without any notice or payment in lieu of notice.

(b) Termination on discovery and/ or identification of criminal records:

If the Company, at any time during the subsistence of your employment, discovers and/ or identifies that you were convicted or are being convicted of any criminal offence or have had any past criminal records, the Company shall be entitled to terminate forthwith without any notice or payment in lieu of notice.

(c) Termination on incorrect past records:

Your appointment is substantially based on the information provided by you. If it is found at any stage that the information provided by you is incorrect or that some information is suppressed, such act shall make you liable to immediate removal from the services of the Company. In such