

#401, 4th floor,Mohali Bypassm, Sector, - 66, Industrial Area, Phase 9, Sahibzada Ajit Singh Nagar, Punjab 160066, India

# EMPLOYMENT AGREEMENT

1. **Identification of Employer and Employee.**

**Puja Singh**

**B/38 MM colony , Saket vihar Anishabad, Patna-800002, Bihar**

Dear Puja Singh,

This letter agreement (“Agreement”) will confirm our employment offer with DevelopTech IT Solutions Pvt. Ltd. (hereinafter “the Company”).

# Position and Location.

In accordance with the terms and conditions set forth in this Agreement and in any attachments thereto, the Company hereby employs Employee as:

Job Title: Network Engineer

Location: Punjab, India

Reporting to: Information Technology Manager – Global Collaborations Services

Job Description: A job description of Employee’s position is attached hereto as Schedule 1.

The Company shall have the right to assign Employee other tasks as may be necessary for the Employee to effectively carry out his/her duties. The Company shall further be entitled to change the location of the place of work, and to modify his/her reporting or organizational structure as may be reasonably necessary to respond to changing business needs. The Company further retains the right to transfer the Employee to any of its divisions or undertakings, affiliates and/or subsidiaries currently in existence and/or which may be established in the future as the Company may think appropriate.

Page 1 of 10

# Employment Term and Effective Date.

Employee’s employment under this Agreement will become effective as of <TBD, 2018>, and subject to what is stated hereunder in accordance with the terms of this Agreement.

Employee’s employment with the Company is subject to Employee satisfactorily completing an initial probationary period of six months, during which period either party is entitled to terminate this Agreement without notice or any additional liability, including compensation due to such termination.

# Hours of Work.

Employee’s hours of work will be determined in accordance with India’s employment laws and any applicable collective labor agreement, as well as Company’s work rules and other guidelines. As of the effective date of Employee’s employment under this Agreement, Employee’s typical hours of work each work week are from 9:00 am to 6:00 pm, Monday through Friday.

The Company reserves the discretion to change Employee’s hours of work, and Employee may be required to work longer or alternative hours as may be required by business necessity. Employees must discuss hours of work with their managers*.*

# REMUNERATION.

**Annual Compensation**

The Employee's annual gross compensation is INR 738,000 (INR Seven Hundred Thirty Eight Thousand) per year. The details of your annual compensation and related benefits are enclosed in Appendix A.

# Provident fund

The Employee will be eligible to participate in the Company’s Provident Fund (PF). The employee will contribute 12% of basic salary per month to the Provident Fund, with a matching equal amount contributed by the Company to the Provident Fund.

# Gratuity