

Thallapally Srikanth

H No: 2-1-27, Saraswathi Nagar, Hanamkonda
Warangal, Telangana, 506009
Aadhaar No:518679115701
PAN No: BBHPT2101A

Subject: Appointment for post of Full Stack Developer

Dear Mr. Thallapally Srikanth,

We are pleased to offer you, the position of **Full Stack Developer** with **ExpoCon Technologies Private Limited** (the 'Company') on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01/02/2021

2. Job title

Your job title will be **Full Stack Developer**, and you will report to [Mr. Mintu Nath / Mr Pranob Kumar Nath, Director](#).

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Warangal, Telangana. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10:00 AM to 6:00 PM and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

6.1 You are entitled to 10 days of paid casual leave.

6.2 You are entitled to 14 days of paid sick leave.

6.3 Paid leave will to confirmed employees only.

6.4 Casual leave can't be taken after & before, Saturday, Sunday & National Holiday.

6.5 Sick leave can be taken due to personal health reasons only.

6.6 Casual & Sick leave can't be carried forward to next year (as per joining date).

6.7 The Company shall notify a list of declared holidays in the beginning of each year.

6.8 Leaves for confirmed employees only.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than one (1) weeks' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than one (1) months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

10.5 Full and final settlement will be done after 45 days of terminating or resignation.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

This employment with the Company shall be construed and enforced according to the laws of India and the Judicature shall be the Courts of Telangana and any dispute under this Agreement must be brought in this venue and no other.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Mr. Mintu Nath
Director
01/02/2021

Thallapally Srikanth
Warangal, Telangana
01/02/2021

Schedule I - Compensation Details

Salary Structure

Basic Salary	9250.00
House rent allowance	3000.00
Medical allowance	750.00
Travel allowance	700.00
Additional Benefits	700.00
Performance incentive	
Telephone	600.00
Total:	15000.00

Salary deduction can be done due to the following reasons:

1. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.
2. 1 day's salary deducted for late in reporting to work for every 3 days in a calendar month.
3. Deduction due loss of office property and assets.
4. Deduction due to bad code of conduct in the office.
5. Deduction due to non-preformation in duties and responsibility.

Yours Sincerely,

Mr. Mintu Nath
Director
01/02/2021

Thallapally Srikanth
Warangal, Telangana
01/02/2021

Schedule II - Employee Duties & Responsibilities

1. Design, Develop, Test and Deploy of Web Application in HTML, CSS, JS and Laravel
2. Work with client for update and maintenance of current applications
3. Create and maintain Domain and Subdomain using cPanel
4. Create and maintain mySQL server using cPanel
5. Visit event for offline application management

Yours Sincerely,

Mr. Mintu Nath
Director
01/02/2021

Thallapally Srikanth
Warangal, Telangana
01/02/2021

Non-Solicitation, Non-Disclosure and Non-Compete Agreement

This Agreement is made on 01/02/2021 by and between **ExpoCon Technologies Private Limited** (Employer) and Thallapally Srikanth, (Employee).

Whereas Employee and Employer have entered into or are about to enter into an employment relationship for their mutual benefit; and,

Whereas a condition of exiting the Employment with the Employer by the Employee, Employer has required Employee to execute this Agreement;

Therefore, in consideration of the premises and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Definitions

Whenever used in this Agreement the word "Affiliate" means any entity a majority of whose voting shares or securities are owned or controlled directly or indirectly by Employer or the shareholders of Employer, or whose control is held by Employer or shareholders of Employer.

2. Employer Services

Event & Association Website, Association Management Software (AMS), Medical Community Portal (MCP), Learning Management System (LMS), Clinic Management System (CMS), Registration & Abstract Software (RAS), Virtual / Hybrid Events Software (VES), Badging & Scanning Services (BSS), ePoster Management Services (PMS), Hotel Booking Software (HBS), Event Mobile App (EMA), Tour Booking Software (TBS), Event Digital Marketing (EDM), Preview Room and Presentation Management

Organizing of Exhibition and Conferences in India, with specialty on Healthcare & Medical Equipment, Tea and Agricultural, Construction and Building Materials, Energy and Communication, Fashion and Lifestyle.

3. Employer Client

Associations, Event Management (including Corporate and Social), Professional Conference Organizer (PCO), Exhibition Organizer, Vendor / Service Provider to Event Management, PCO and Exhibition Organizer.

Based on the exhibition and exhibitors, including Wholesaler, Retailer, Distributer, Manufacturer, Producer, Consumer, affiliated bodies etc.

4. Non-Solicitation

The Employee acknowledges that he or she had acquired considerable knowledge about, and expertise in, certain areas of Employer's business and he or she had knowledge of, and contact with, employees, customers and suppliers of Employer and its Affiliates. Employee further acknowledges that he or she may be able to utilize such knowledge and expertise, following termination of his or her service with

Employer, to the serious detriment of Employer in the event Employee should solicit business from customers of Employer or its affiliates. Accordingly, Employee agrees that:

a. Non-Solicitation of Employees. He or she shall not, for a period of one (1) years after termination of his or her employment, directly or indirectly, approach, solicit, entice or attempt to approach, solicit or entice any of the other employees of Employer or its Affiliates to leave the employment of Employer.

b. Non-disclosure of Confidential Information. Employee recognized the importance of protecting Employer's intellectual property, trade secrets, and business knowledge. Employee will not divulge this vital information items ("Information") which are valuable, special and unique assets of Employer, and Employee further agrees that Employee shall not at any time or in any manner, either directly or indirectly, divulge, disclose, or communicate any Information to any third party without Employer's prior written consent. The Employee shall protect the Information and treat it as strictly confidential at all times, during and after the Employee's employment ends with the Employer. A violation of this section shall be a material violation of this Agreement and will justify legal and/or equitable relief and injunction, where appropriate by the Employer.

c. Unauthorized Disclosure of Information. If it appears Employee has disclosed, or threatened disclosure, of Information in violation of this Agreement, Employer shall be entitled to an injunction to restrain Employee from disclosing, in whole or in part, such Information, or from providing any services to any party to whom such Information has been disclosed or may be disclosed. Employer shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

d. Non-Compete Agreement. Employee recognizes that Employer Information is a special and unique asset of the company and needs to be protected from improper disclosure. In consideration of the disclosure of the Information, Employee agrees that for one (1) years following the termination, whether such termination is voluntary or involuntary, Employee will not directly or indirectly engage in any business directly or indirectly with the employer's services and clients. This agreement shall apply to employee directly or indirectly engaging in any competitive business which includes, but is not limited to: (i) engaging in a business as owner, partner, or agent, (ii) becoming an employee of any third party that is engaged in such business, (iii) becoming interested directly or indirectly in any such business, or (iv) soliciting any customer of Employer for the benefit of a third party that is engaged in such business. Employee agrees that this non-compete provision will not adversely affect livelihood and waives any right to make any such claim in the future. Furthermore, Employee shall be responsible to show any prospective new employer during this to one (1) year period this provision of this Agreement, to reduce the likelihood of that Employer causing Employee to violate this Agreement

5. Restrictions Reasonable

The Employee acknowledges that all restrictions in this Agreement are reasonable in the circumstances and hereby waives all defenses to the enforcement thereof by the Employer. In the event that any provisions of this Agreement shall be deemed void or invalid by a court, the remaining provisions shall remain in full force and effect and the Employee hereby confers upon such court the power to replace

such void or invalid provisions with such other enforceable and valid provisions as shall be as near as may be to the original in form and effect.

6. Irreparable Harm

The Employee acknowledges that breach by him or her of the terms and conditions of this Agreement may cause irreparable harm to the Employer, which may not be compensable by monetary damages. Accordingly, the Employee acknowledges that a breach by it of the terms and conditions of this Agreement shall be sufficient grounds for the granting of an injunction at the suit of the Employer by a court of competent jurisdiction.

7. Notices

Any notice required by this Agreement or given in connection with it, shall be in writing and shall be given to the appropriate party by personal delivery or a recognized - delivery service.

8. No Waiver

The waiver or failure of either party to exercise in any respect any right provided in this agreement shall not be deemed a waiver of any other right or remedy to which the party may be entitled.

9. Entirety of Agreement

The terms and conditions set forth herein constitute the entire agreement between the parties and supersede any communications or previous agreements with respect to the subject matter of this Agreement. There are no written or oral understandings directly or indirectly related to this Agreement that are not set forth herein. No change can be made to this Agreement other than in writing and signed by both parties.

10. Governing Law

This Agreement shall be construed and enforced according to the laws of India and the Judicature shall be the Courts of Telangana and any dispute under this Agreement must be brought in this venue and no other.

11. Headings in this Agreement

The headings in this Agreement are for convenience only, confirm no rights or obligations in either party, and do not alter any terms of this Agreement.

12. Severability

If any term of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then this Agreement, including all of the remaining terms, will remain in full force and effect as if such invalid or unenforceable term had never been included.

In Witness whereof, the parties have executed this Agreement as of the date first written above.

Yours Sincerely,

Mr. Mintu Nath
Director
01/02/2021

Thallapally Srikanth
Warangal, Telangana
01/02/2021