

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on **February 1, 2024**, by and between:

Employer:

BrightWave Technologies Pvt. Ltd.

Address: 4th Floor, Zenith Towers, Bengaluru, India

Employee:

Rohan Sharma

Address: 22, Palm Residency, Indiranagar, Bengaluru, India

1. Position & Duties

The Employee is hired as a **Software Engineer** and agrees to perform the duties normally associated with this position, including:

- Developing and maintaining software systems
- Participating in code reviews
- Collaborating with product and QA teams

The Employee shall report directly to the Engineering Manager.

2. Term of Employment

This Agreement shall commence on **February 15, 2024**, and will continue **until terminated** by either party under the terms of this Agreement.

3. Compensation

The Employee shall receive:

- **INR 12,00,000 per annum**, paid monthly
- Eligible annual performance bonus of up to **10%**

Payroll taxes will be deducted as required by law.

4. Benefits

The Employee will be eligible for the following benefits:

- Health insurance
 - Paid time off (22 days per year)
 - Remote work allowance of INR 2,000 per month
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5. Confidentiality

The Employee shall not disclose any confidential or proprietary information belonging to the Employer during or after the term of employment.

6. Intellectual Property

All software, documentation, inventions, or materials created by the Employee during employment shall remain the **exclusive property of the Employer**.

7. Data Protection & Compliance

The Agreement does **not contain any GDPR or data protection-specific clauses**, except for general confidentiality.

8. Working Hours & Responsibilities

The Employee agrees to work a minimum of **40 hours per week**.
Tasks and deliverables shall be assigned by the Manager.

9. Termination

Either party may terminate this Agreement by providing **30 days written notice**.
The Employer may terminate immediately for misconduct or breach of this Agreement.

10. Governing Law

This Agreement shall be governed by the laws of **India**.

11. Entire Agreement

This Agreement constitutes the entire agreement between the Employer and Employee and supersedes all prior discussions or agreements.