

## **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

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### **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.

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### **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.

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### **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.

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### **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.

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## **6. Intellectual Property**

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

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## **7. Data Protection & Compliance**

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

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## **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.

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## **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.

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## **10. Governing Law**

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

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## **11. Entire Agreement**

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