

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made and entered into on this 12.09.2023, by and between Microsoft (hereinafter referred to as the "Company"), located at California, USA, and J Anits Sherin (hereinafter referred to as the "Employee"), residing at Chennai, TamilNadu.

WHEREAS, the Company desires to employ the Employee, and the Employee is willing to accept such employment, subject to the terms and conditions set forth in this Agreement.

NOW, THEREFORE, in consideration of the premises and mutual covenants contained herein, the Company and the Employee (collectively referred to as the "Parties") agree as follows:

1. TERM OF EMPLOYMENT:

The Employee shall be employed by the Company for a period of 1 year, commencing on 15.09.2023. This Agreement shall automatically renew for successive terms of 1 month, unless terminated by either Party in accordance with the provisions set forth in this Agreement.

2. JOB RESPONSIBILITIES:

The Employee shall perform the duties and responsibilities assigned to them by the Company, which may include, but are not limited to, Data Scientist. The Employee shall devote their full-time and best efforts to the performance of their duties.

3. COMPENSATION:

The Employee shall be entitled to receive compensation in the form of a 22 LPA, payable per month, in the amount of 1 L. The specific details of the compensation package shall be outlined in a separate document provided to the Employee.

4. LEAVE:

The Employee shall be entitled to 12 days of paid leave per year, which may be used for personal, vacation, or sick leave. The specific terms and conditions regarding leave, including the process for requesting and approval, shall be outlined in the Company's leave policy.

5. TERMINATION:

Either Party may terminate this Agreement upon 1 month written notice to the other Party. However, in consideration of the Employee's concern, the Company agrees not to request the Employee to resign within the first year of employment, unless there are circumstances of gross misconduct or breach of terms of this Agreement.

6. CONFIDENTIALITY AND NON-COMPETE:

During the term of employment and for a period of 1.5 years after the termination of employment, the Employee shall maintain the confidentiality of the Company's trade secrets, proprietary information, and other confidential matters. The Employee shall also refrain from engaging in any activities that directly compete with the Company's business.

7. GOVERNING LAW:

This Agreement shall be governed by and construed in accordance with the laws of India. Any disputes arising out of or in connection with this Agreement shall be subject to the exclusive jurisdiction of the courts of India.

IN WITNESS WHEREOF, the Parties hereto have executed this Employment Agreement as of the date first above written.

J Anits Sherin Microsoft

Employee Signature Company Signature

Date: _____ Date: _____