

EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT made in **Jaipur, Rajasthan** on this **20th day of August, 2025**

Between

TechSolutions Private Limited, (hereinafter referred to as the “Employer”), having its registered office at **Plot No. 112, Malviya Nagar Industrial Area, Jaipur – 302017, Rajasthan, India**

AND

Mr. Rohan Sharma, S/o Mr. Anil Sharma, residing at **C-45, Vaishali Nagar, Jaipur – 302021, Rajasthan, India**, hereinafter referred to as the “Employee”.

(The Company and the Employee are hereinafter jointly referred to as the “Parties” and individually as a “Party”).

1. DESIGNATION

The Employee is hereby appointed and shall hold office as **Software Developer** of the Company on the terms and conditions contained hereunder.

2. PROBATIONARY PERIOD

The probationary period will be of **six (6) months** and the Company will evaluate the new hire’s qualifications, skills, and "fit" within the Company. During this time, the Company may terminate the working relationship without cause with advance notice, except as prescribed by law. Upon satisfactory completion, the Employee will achieve regular employee status.

3. PLACE OF WORK

3.1 The Employee will be stationed at the Employer’s office in **Jaipur, Rajasthan**, but may be transferred to any of the branches or project sites across India.

3.2 The Employee may also be required to work at client premises from time to time.

(Director)

For TechSolutions Private Limited

(Employee)

Rohan Sharma

4. DUTIES AND POWERS

4.1 The Employee shall devote his efforts and full business time and attention to the performance of such duties as assigned.

4.2 The Employee shall maintain proper dignity of the Company’s office.

4.3 As **Software Developer**, the Employee shall adhere to all applicable laws and Company policies.

4.4 The Employee shall faithfully and diligently perform duties and report to his immediate

manager.

4.5 The Employee shall not sign or commit on behalf of the Company without consent.

4.6 The Employee shall follow all Company rules, regulations, and modifications as applicable.

4.7 Any disputes shall be referred to arbitration of a sole arbitrator, **Mr. Suresh Mehta, Advocate**, under the Arbitration and Conciliation Act, 1996, seated in **Jaipur**, in **Hindi language**.

5. ANNUAL BASE SALARY

The Employee shall be entitled to a salary of **₹6,00,000 (Six Lakhs Only) CTC per annum**, payable as per Company's payroll policy.

6. CONFIDENTIALITY

The Employee shall not disclose, during or after employment, any confidential information, trade secrets, or client data of the Company. All intellectual property created during employment shall be the exclusive property of the Company.

7. NON-COMPETE CLAUSE

The Employee shall not start or work in a similar business competing with the Company for a period of **three (3) years** after termination. Any violation shall make the Employee liable under Section 73 & 74 of the Indian Contract Act, 1872.

8. TERM OF CONTRACT, TERMINATION, AND SEVERANCE PAY

- This Agreement shall continue until terminated by either Party.
- Employee may resign with **one month written notice**. Early resignation before **two (2) years** will attract a penalty of **₹2,00,000 (Two Lakhs)**.
- Employer reserves the right to terminate without notice for misconduct or breach of contract.
- If Employee leaves within 6 months of training, training expenses will be recovered.

9. OTHER TERMS OF EMPLOYMENT

The Employee shall follow all rules as per the Company's **Employee Guidelines**, which may be modified from time to time.

10. MISCELLANEOUS

This Agreement supersedes all prior arrangements and may be modified only with written mutual consent.

11. JURISDICTION

This Agreement shall be governed by the laws of **Jaipur, Rajasthan (India)**.

IN WITNESS WHEREOF

The Parties hereto have hereunto set and subscribed their respective hands the day and year first hereinabove written.

Employer:

For TechSolutions Pvt. Ltd.

Sd/- **Mr. Amit Verma**

(Director)

Employee:

Sd/- **Mr. Rohan Sharma**

Witnesses:

1. Mr. Sunil Gupta, Jaipur
2. Ms. Priya Mehta, Jaipur