

05 Dec 2023

To,
Mr. S Jagannath,
Ananthapuramu AP.

Dear Jagannath,

Subject: Offer of employment with Kloudspot as **Software Engineer, Engineering**

We have great pleasure in welcoming you to KLOUDSPOT INDIA PRIVATE LIMITED, effective **12th Dec 2023**. As a member of the team, your primary accountability will be in the area of computer vision for the Kloudspot products. You will be designated as **Software Engineer, Engineering**.

At KLOUDSPOT, you will soon discover we are all about people, the best people. You are sure to find a challenging peer group at KLOUDSPOT. I am positive you will find the work environment stimulating and conducive to help you realize your professional goals.

As applies to all team members of KLOUDSPOT, you will have to follow the rules and regulations of the Company with respect to conduct, discipline & safety, and follow the instructions of the employees of the Company and coworking community. The employment offer is subject to the following terms & conditions:

Working Hours

You shall be expected to work a minimum of 40 hours a week between 9 AM and 6 PM on weekdays. The working hours are flexible and can be adjusted as per consultation with your manager, and depending on the requirements of the Company.

Responsibilities

In view of your designation you will be required to carry out your duties and responsibilities effectively to achieve the desired results, which may include working late hours.

Simultaneous Employment

While employed with this Company, you will **not**, under any circumstances, be permitted to work for any other firm or person, either full time or part time; To own, or in any way be associated with, any firm or person as advisor, director or partner, whether paid or not, for your services, without prior written permission of the Company.

Confidentiality of Information

You will **not**, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons whatsoever, any information relating to the Company's technical know-how, business practices or any other information of a confidential character.

The Employee shall treat all information obtained by him/her during the course of his/her employment with the Company, either directly from the other employees of the Company, or during the course of his/her work with the Company, as strictly confidential.

Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, addresses, phone numbers, etc., but shall not include information known or available to the Employee prior to his/her employment with the Company and/or readily available to persons of ordinary skills in the assigned areas of technical/business expertise.

Leave

Every employee is eligible for leaves as per the prevailing leave policy.

Discipline

You will be governed by the Company's rules and regulations that may be promulgated from time to time.

You shall not refuse to take up any assignment that may be offered to you by the Company.

You shall be expected to abide by the rules and regulations of the Company, be courteous, honest and professional within the Company or with its clients/customers, and maintain & represent the Company's high standards of professional services at all times, whether in the Company or at its clients' site(s).

You shall be responsible for all Company properties and materials that are in your possession, and all infrastructure like telephones, computers, projectors etc. that have been provided to you to enable you in your work.

You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image/business being adversely affected.

During the course of your employment with the Company, you will not solicit business of any nature, either directly or indirectly, for yourself, or for any other party, from the Company's clients and/or customers.

Communication Address

You will keep the Company informed of your communication address along with contact number for communication, including the changes that may occur during your period of employment with the Company

Ownership of Inventions, Ideas, etc.

The Company shall be the sole owner of all inventions, ideas, materials, systems, codes, etc. that may be devised/created by the Employee in the course of his/her employment with the Company.

The Employee shall have no claim of any nature whatsoever and undertakes not to utilize, part with, or divulge such information to any third party, even after he/she has ceased to be an Employee of the Company.

The above terms and conditions shall be binding upon both the parties hereto during the entire course of employment of the Employee with the Company.

Authenticity of Information

This appointment is made on the basis of information provided by you in the application and also at the time of interview. Original copies of your certificates, testimonials and previous employment records should be submitted along with the photocopies for verification. If any declarations given by you to the Company prove to be false, or if you are found to have wilfully suppressed any material information, you will be liable to be removed from service without any notice.

Termination

This contract of employment is terminable by either party by giving 30 days' notice. Either party is not bound to give any reason thereof. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof.

In the event of any misconduct or breach of terms of employment on the part of the Employee during probation, or on/after confirmation, the Company reserves the right to terminate this contract immediately without any notice.

On termination of this contract, you will immediately surrender to the Company, before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business, and shall not make or retain any copies of these items.

Apart from the above terms and conditions, you shall be bound by, and shall adhere to such other rules and regulations as may be in force, from time to time, in the Company.

Please sign the duplicate copy of this letter as a token of acceptance of the above terms.

Sincerely,

Deepak Kumar Singhal

Director,

KLOUDSPOT INDIA PRIVATE LIMITED



kloudspot

Annexure-1

Name : S Jagannath
 Designation : Software Engineer, Engineering
 Location : Bengaluru

Fixed Components	Offered Salary (Annually)
Basic	₹ 3,12,000
HRA	₹ 1,24,800
Fixed Allowances	₹ 91,200
EPF (Employer contribution)	₹ 21,600
Food Allowance	₹ 26,400
Conveyance/Parking Allowance	₹ 30,000
Internet Allowance	₹ 18,000
Fixed Annual Salary	₹ 6,24,000

Additional Benefit Components (Not part of fixed annual salary)	Benefits (Annually)
Group Health Insurance **	₹ 26,617

Total CTC: ₹ 6,50,617

** Group health insurance for employee, spouse and up to two unmarried dependent children.
 Parents of employee are being covered on annual basis and may change in the future.
 Amount represent a Notional value for insurance premium by employer.

NOTE: Salary is subject to deduction of Professional Tax, ESIC and Income Tax (as applicable). EPF and other government fees/taxes will be applicable as and when required.

S. Jagannath