

27th August 2020

To,

Rakshit Kumar

IIT(BHU)

Rakshit Kumar :

myKaarma.com India Pvt Ltd is pleased to offer you the temporary position of Software Development - **Intern** in accordance with the terms and conditions in this offer letter and the Employment Agreement beginning on the next page. You will be operating out of our Noida office. Your anticipated start date is 15th May 2021 and end date is 14th July 2021.

myKaarma will employ you at a monthly stipend of INR 70,000. As a temporary employee, you will not be eligible for myKaarma's benefit programs.

Additional details of your employment terms are found in the Employment Relationship Agreement following this letter. By accepting our internship, you agree to both the terms of this letter and those in the Employment Relationship agreement.

We look forward to your joining the myKaarma team.

Sincerely,



Shruti Bhatia

Manager - HR



Rakshit Kumar
IIT(BHU)

myKaarma EMPLOYMENT RELATIONSHIP AGREEMENT

1. This Agreement Regarding Employment Relationship ("Agreement") is effective as of *27th August 2020* between myKaarma ("myKaarma" or "The Company") and Rakshit Kumar ("You").
2. myKaarma will employ you at a monthly stipend of INR 70,000/- in the position of Software Development - **Intern**. This is a temporary assignment and is expected to last from 8 weeks.
3. Your employment with the Company is "**at-will**." This means that you may terminate it at any time and for any reason. Similarly, The Company retains the right to terminate your employment at any time and for any reason. Nothing in any Company document should be understood as creating guarantee of continued employment, a right to termination only for specific reasons, or pursuant to specific procedures, or of any other guarantee of continued benefits.
4. You are to abide by myKaarma's rules, regulations, policies and practices as revised from time to time by myKaarma at its sole discretion; and to be bound by the "Confidentiality and Intellectual Property Agreement (See Point. 9 below).
5. This Agreement constitutes the complete agreement and understanding between you and myKaarma, and you understand that no representation of myKaarma has been or is authorized to enter into any agreement or commitment with you, which is inconsistent in any way with the our terms of this Agreement.
6. The terms set forth in the Agreement above may not be modified in any way except by a written agreement signed by you and by a principal of myKaarma, which expressly states the intention of you and myKaarma to modify the terms of this Agreement.
This Agreement and the Exhibits supersede and replace all prior agreements or understandings, oral or written, between the Company and you, except for prior confidentiality agreements, if any.
7. On the termination of this employment or upon demand of the Company the Employee shall deliver up to the Company all keys, pass card, identification cards, listings, policies and procedure manuals, software, product/source code, devices, emails and all other related documents, assets and software in his possession. Furthermore, the Employee warrants and undertake that he, or through a third person, will not make, or allow to be made, any copy or records in any form of the above mentioned materials.
8. The employee shall not at any time during his employment, (except so far as is necessary and proper in the course of his employment), or at any time after his employment has terminated, disclose to any person any information as to practices, business dealings or affairs of the Company or any of the Company's clients, or as to any other matters of the Company or any of the Company's clients, or as to any other matters which come to his knowledge by reason of his employment.

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9. All documents and confidential information that come into the possession of the Employee whilst working for the Company remain the property of the Company. Details of any systems used by the Company or other information, knowledge and techniques obtained during the course of employment must not be disclosed to any person outside the company, either during employment or at any time afterwards.



Shruti Bhatia

Manager - HR



Rakshit Kumar
IIT(BHU)