



MAQ Software

Rajnish Singh
Aadhaar No: 6586 1697 9894
Phone: 934 024 4120
E-mail: 488_bt19@iiitkalyani.ac.in

Date: January 03, 2023

Dear Rajnish Singh:

On behalf of **MAQ India Private Limited**, a company set up under the Companies Act of India, 1956 (the "Company"), I am pleased to offer you the position of **Associate Software Engineer** of the Company. We are very impressed with your credentials and we look forward to your future success in this position.

The terms of your new position with the Company are as set forth below:

1. Position. a. You will become **Associate Software Engineer** working on projects from our clients including Microsoft Corporation and other clients (each of which is hereinafter called "Client").

b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company. You will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company.

2. Start Date. Subject to fulfilment of any conditions imposed by this letter agreement, you will commence this new position with the Company on **Monday, January 30, 2023**. Your place of joining will be **Noida**.

3. Service Agreement: Not Applicable.

4. Compensation. Your monthly compensation consists of base salary, bonus, house rent allowance and employee provident fund as described below. The monthly compensation will be paid to you at the end of each month:

Basic Salary	Rupees 21,600
Bonus	Rupees 1,800
House Rent Allowance	Rupees 10,800
Employee Provident Fund	Rupees 1,800
Total Monthly CTC	Rupees 36,000

a. You will be on internship for the period from **Monday, January 30, 2023** to **Friday, July 28, 2023**.

5. **Vacation Benefits.** You will be entitled to paid vacation per year, pro-rated for the remainder of this calendar year as per the company policy.
6. **Confidential Information and Invention Assignment Agreement.** Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement, a copy of which is enclosed for your review and execution (the "Confidentiality Agreement"), prior to or on your Start Date.
7. **Confidentiality of Terms.** You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary or bonuses to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.
8. **Employment Restriction.** You shall not accept employment directly or indirectly with, at, for or by Client (Microsoft) for a period of one year following the completion of your employment with the Company without the written consent of Company.
9. **At-Will Employment and Notice Period.** Your employment with the Company will be on an "at will" basis. This means that either you or the Company may terminate your employment for any reason or no reason with certain notice period, without further obligation or liability. Refer the employee handbook for more details on notice period.
- This simple action allows us to help inform the customer and find a suitable replacement so that customer projects are not adversely affected. The notice period is not applicable in case an employee is terminated due to damage caused to the company for example: due to fraud or misrepresentation.
10. **Surety Deposit:** Not Applicable.
11. **Jurisdiction.** This Agreement shall be governed and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the Courts at Delhi.

We are all delighted to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us, along with a signed and dated copy of the Confidentiality Agreement. This letter, together with the Confidentiality Agreement, set forth the terms of your employment with the Company and supersedes any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

For MAQ India Private Limited

Amrish Shah

Signature

Amrish Shah

Director of Application Services Delivery

Date: January 03, 2023

Accepted and Agreed

Rajnish Singh

Signature

Rajnish Singh

Date: 01 / 26 / 2023

Attachment A: Confidential Information and Invention Assignment Agreement.

Title	2022092018412042710521058_Rajnish Singh_Offer Letter
File name	20220920184120427...Offer Letter.docx
Document ID	d924e50c6e8b233507075dca999dd4ea482f0c26
Audit trail date format	MM / DD / YYYY
Status	● Signed

Document history



SENT

01 / 04 / 2023

09:12:15 UTC

Sent for signature to Shikha Sharma (shikhash@maqsoftware.com), Pratyush Mantri (pratyushma@maqsoftware.com), Rajnish Singh (488_bt19@iitkalyani.ac.in) and Amrish Shah (amrisha@maqsoftware.com) from indiaadmin@maqsoftware.com
IP: 182.72.244.115



VIEWED

01 / 04 / 2023

10:00:25 UTC

Viewed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 182.72.244.115



SIGNED

01 / 04 / 2023

10:00:35 UTC

Signed by Shikha Sharma (shikhash@maqsoftware.com)
IP: 182.72.244.115



VIEWED

01 / 26 / 2023

06:30:12 UTC

Viewed by Pratyush Mantri (pratyushma@maqsoftware.com)
IP: 49.36.138.143



SIGNED

01 / 26 / 2023

06:37:07 UTC

Signed by Pratyush Mantri (pratyushma@maqsoftware.com)
IP: 49.36.138.143

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01 / 26 / 2023
06:41:09 UTC

Viewed by Rajnish Singh (488_bt19@iiitkalyani.ac.in)
IP: 42.106.23.78



01 / 26 / 2023
06:45:12 UTC

Signed by Rajnish Singh (488_bt19@iiitkalyani.ac.in)
IP: 42.106.23.78



01 / 27 / 2023
03:30:55 UTC

Viewed by Amrish Shah (amrishs@maqsoftware.com)
IP: 49.36.121.234



01 / 27 / 2023
03:31:06 UTC

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IP: 49.36.121.234



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The document has been completed.