

HCL AUSTRALIA SERVICES PTY. LIMITED

Regd. Office : Mitchell & Partners, Suite 3, Level 2, 66 Clarence Street, Sydney, NSW 2000, Australia

Principal Place : Level 8, 1 Pacific Highway, NORTH SYDNEY NSW, 2060

ACN: 081 196 983

ABN: 72081196983

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19 November 2021

Vijay S R

MARUTHI NILAYA 198 RUDRASWAMY ROAD, GAVIPURAM WEST, BANGALORE, BANGALORE, Karnataka, India, 560019

Via email : VIJAY.SR@HCL.COM

Re.: Deputation offer with HCL AUSTRALIA SERVICES PTY. LIMITED

Dear **Vijay S R**,

Congratulations!

We are pleased to make you this deputation offer as **SENIOR TEST LEAD, E2** from HCL AUSTRALIA SERVICES PTY. LIMITED ("**the Company**") with HCL AUSTRALIA SERVICES PTY. LIMITED, (**the HCL Host**). We would like you to transfer to the HCL Host on **16 December 2021** (Commencement Date) at **Australia-NorthSydney-L8 1 PacificHighway(53007044)**. During your deputation you will be employed by the HCL Host on the terms and conditions as set out in the enclosed deputation agreement.

Following the end of your deputation on the terms contained in this agreement, you will return to your employment with the Company on the terms and conditions which applied to you immediately prior to entering into this agreement. Your service with the Company will be deemed continuous, notwithstanding your period of service with the HCL Host.

This deputation offer with the HCL Host is contingent on the following:

1. You being legally able to accept employment with the HCL Host, and to legally work in the position that you are being offered, without violating any obligations that you may have to any prior employer, third party or any law.
2. Where required by the HCL Host, your provision of the following documents, on or before the above commencement date, to the HCL Host's satisfaction:
 - a) proof of your current address;
 - b) proof of identity (birth certificate, passport or driver's licence);
 - c) completed Tax File Number Declaration form;
 - d) recent passport style photograph; and
 - e) proof of right to work in Australia.

Failure to satisfy any of the above conditions or failure to provide any of the above documentation will result in the withdrawal of this deputation offer such that it is no longer open for acceptance by you.

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You further consent to the HCL Host to store, process and share, in and outside Australia, electronically and otherwise, your personal data it may collect in relation to this document and this offer to any third party or associated companies, to fulfill any legal obligations in relation to your employment with the Company and deputation to the HCL Host.

This Agreement may be circulated via electronic communication and electronic signatures on this Agreement will be as valid as the original signatures and binding in court of law.

If you have any questions regarding this letter, please reach out to your respective HR Partner as mentioned in ESS home page or write to hrhelpdesk@hcl.com. Mails sent to signatory will not be acknowledged.

If you have any questions regarding this letter, please reach out to your respective HR Partner as mentioned in ESS home page or write to hrhelpdesk@hcl.com.

Signed on behalf of HCL AUSTRALIA SERVICES PTY. LIMITED,



Amrita Das
Vice President,
Head-Global Rewards

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DEPUTATION AGREEMENT

THIS DEPUTATION AGREEMENT (**Agreement**) is between:

HCL Technologies Ltd, whose principal office is at **806 Siddharth, 96, Nehru Place, New Delhi - 110019, (the Company)**

And

HCL Australia Services Pty Limited, whose principal office is at Level 8, 1, Pacific Highway, North Sydney, NSW 2060, Australia (**the HCL Host**)

And

Vijay S R of MARUTHI NILAYA 198 RUDRASWAMY ROAD, GAVIPURAM WEST, BANGALORE, BANGALORE, Karnataka, India, 560019 (the Employee).

IT IS AGREED that the Employee will work for the HCL Host , on deputation from the Company, on the following terms and conditions from the Commencement Date for the Deputation Period.

1. Definitions

1.1 In this Agreement, unless indicated otherwise or the context stipulates otherwise, the following words and expressions shall have the meanings assigned hereto below:

- a. **Act**" means the Fair Work Act 2009 (Cth).
- b. **"HCL Host Policies"**, means the HCL Host's policies and/or staff regulations as varied, replaced, withdrawn or amended from time to time by the HCL Host in its sole discretion.
- c. **"Commencement Date"** means **16 December 2021**.
- d. **"Deputation Period"** means the period from the Commencement Date until the termination of this Agreement, during which the Employee is deputed to the HCL Host.
- e. **"Group Company"**, means the Company, the HCL Host and HCL Technologies Ltd., a company incorporated and registered in India vide CIN L74140DL1991PLC046369, or any company which is directly or indirectly controlled by HCL Technologies Ltd., or any other company in which a Group Company has beneficial interest of not less than 20% of the issued share capital or its capital assets, including successors and assigns of the Group Company.
- f. **"Remuneration Package" or "RP"** means the Employee's base annual salary stated in Annexure 1 in accordance with this Agreement.
- g. **"Reporting Manager"**, means an employee of the HCL Host to whom the Employee will report, as determined or changed by the HCL Host from time to time.
- h. **"Party"** and collectively **Parties** means the Company, the HCL Host and the Employee.
- i. **"Personal Information"** has the same meaning as is given to that expression in the Privacy Act 1988 (Cth).
- j. **"Sensitive Information"** has the same meaning as is given to that expression in the Privacy Act 1988 (Cth).

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- k. **Working days** are the days from Monday to Friday (both inclusive) excluding public holidays recognised by applicable law.

2. Commencement of deputation

- 2.1 The Employee's deputation with the HCL Host will begin on the Commencement Date and will be for a period of **23 months**.
- 2.2 During the Deputation Period, the Employee's employment with the Company will not cease and the Employee's service with the HCL Host during the Deputation Period will be recognised as continuous service with the Company.

3. Job Title and Duties

- 3.1 During the Deputation Period, the Employee's position is that of **SENIOR TEST LEAD, E2**, band or such other position as the Employee may hold from time to time.
- 3.2 The Employee will be required to perform the duties and obligations and comply with such instructions as may be designated by the HCL Host and the Reporting Manager from time to time.
- 3.3 The Employee may from time to time be required to carry out such other duties as the HCL Host may decide, without additional remuneration, should this be necessary to meet the needs of the business.

4. Employee Warranties

The Employee represents and warrants to the HCL Host that:

- 4.1 by entering into this Agreement or performing any of his/her obligations under it, he/she will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him/her and undertakes to indemnify the HCL Host against any claims, costs, damages, liabilities or expenses which the HCL Host may incur as a result if he/she is in breach of any such obligations;
- 4.2 all information supplied by the Employee to the HCL Host as to background, employment history, work experience and academic record are correct, accurate and not misleading, with no material omissions; and
- 4.3 he /she is entitled to work in the Australia for the HCL Host and will notify the HCL Host immediately if he/she ceases to be so entitled.

5. Duties

- 5.1 During the Deputation Period, the Employee shall:
- 5.1.1 unless prevented by incapacity, devote the whole of his/her time, attention and abilities to the business of the HCL Host ;

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- 5.1.2 diligently exercise such powers and perform such duties as may from time to time be assigned to him/her by the HCL Host , together with such person or persons as the HCL Host may appoint to act jointly with him/her;
- 5.1.3 comply with all reasonable and lawful directions given to him/her by the HCL Host;
- 5.1.4 promptly make such reports to his/her Reporting Manager in connection with the affairs of the HCL Host on such matters and at such times as are required;
- 5.1.5 report his/her own wrongdoing and any wrongdoing or proposed wrongdoing of any other employee or director of the HCL Host to his/her Reporting Manager immediately on becoming aware of it; and
- 5.1.6 use his/her best endeavours to promote, protect, develop and extend the business of the HCL Host.

6. Immigration Compliance:

- 6.1 The Employee's deputation with the HCL Host is subject to compliance with Australian immigration laws and the terms and conditions of any visa the Employee may hold allowing the Employee to work for the HCL Host in Australia. Neither the Company nor HCL Host will, to the extent permitted by law, be liable for any penalties / liabilities arising in the event of non-compliance by the Employee or non-compliance by anyone covered by the Employee's visa with obligations imposed by such immigration laws or visa and to the extent permitted by law, the Employee indemnifies the Company and HCL Host in relation to any such penalties/liabilities.
- 6.2 The Employee must immediately notify the HCL Host if the Employee becomes, or is at risk of becoming, unable to legally work in Australia for the HCL Host.
- 6.3 If the Employee becomes unable to legally work for the HCL Host, the HCL Host may terminate the Employee's deputation without notice or payment in lieu of notice.

7. Working Hours

- 7.1 The Employee will be required to work 38 hours per week during the HCL Host's normal business hours, being [8.30 am to 5.00 pm] on Working Days, and such additional hours outside those business hours as are necessary and reasonable to perform the Employee's duties and responsibilities.
- 7.2 As per business requirements of the HCL Host, the Employee may be required to work in shifts or otherwise or provide on call support, outside the regular working hours or described above, including during weekends or public holidays.

8. Place of Work

- 9.1 The Employee's normal place of work will be **Australia-NorthSydney-L8 1 PacificHighway(53007044)**, or such other location from time to time, as directed by the HCL Host.

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- 9.2 The HCL Host may relocate the Employee to another office in Australia as necessary, and in accordance with the HCL Host's business needs, including in any other State or Territory in Australia, which the Employee agrees will not constitute a redundancy or give rise to any compensation or benefit payable to the Employee.

9. Remuneration

- 9.1 The Employee will be paid the Remuneration Package (RP) as detailed in Annexure 1.
- 9.2 The HCL Host will pay the RP by equal monthly instalments by way of electronic funds transfer to a bank account nominated by the Employee in host records.

10. Tax

- 10.1 The Employee will be responsible for and will complete and file the Employee's personal income tax returns as required by Australian law.
- 10.2 The Employee will be liable to pay all applicable taxes arising out of the RP and which are payable by the Employee in accordance with applicable legislation.
- 10.3 The HCL Host will make any tax deductions to the Employee's RP in accordance with applicable legislation.

11. Annual Leave

- 11.1 The Employee is entitled to paid annual leave in accordance with the Act and in accordance with their hours of work.
- 11.2 Annual leave will be taken at a mutually convenient time, as agreed between the Employee and the HCL Host, or failing agreement, at the direction of the HCL Host.
- 11.3 The Employee will be paid out any accrued but untaken annual leave at the conclusion of the Deputation Period, in accordance with the Act.

12. Personal/Carer's Leave

- 12.1 Personal leave includes paid sick leave and carer s leave. The Employee is entitled to paid personal leave in accordance with the Act and in accordance with their hours of work.
- 12.2 The Employee must provide a medical certificate for any personal leave of 2 or more consecutive days. However, a medical certificate, or other evidence, may be requested by the HCL Host for personal leave of less than 2 days.

The Employee must, where practicable, ensure that the Employee notifies the HCL Host of any proposed leave due to personal illness or injury or carer s responsibilities and the expected date of the Employee s return to work, prior to commencing such leave.

13. Parental Leave

The Employee is entitled to unpaid parental leave in accordance with the Act.

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14. Compassionate Leave

The Employee will be entitled to up to 2 days of compassionate leave without loss of pay in accordance with the Act.

15. Public Holidays

The Employee is entitled to paid leave on the public holidays proclaimed in the state or territory in which the Employee primarily works and which fall on the employee's ordinary day of work.

16. Community Service Leave

The Employee is entitled to community service leave in accordance with the Act.

17. HCL Host Policies

17.1 During the Deputation Period, the Employee, is required to abide by the policies and work rules of the Company and the HCL Host as per the Company and the HCL Host Policies and procedures as amended from time to time. These policies and procedures do not form part of this Agreement, nor do they constitute terms and conditions of the Employee's deputation with the HCL Host or give rise to contractual rights or entitlements enforceable by the Employee.

17.2 The Employee is required to read the Company and the HCL Host Policies and take all necessary steps to ensure that they are properly observed. Failure to adhere to Company and the HCL Host Policies will result in disciplinary action, which may include summary dismissal without payment in lieu of notice.

18. Termination of deputation

18.1 The deputation and employment with the HCL Host may be terminated by either the Employee or the HCL Host giving 4 weeks' written notice to the other or any greater period if required by law.

18.2 During any period of notice of termination (whether given by the Employee or by the HCL Host) the HCL Host may require the Employee:

18.2.1 not to attend his/her place of work for the duration or part of the notice period during the HCL Host's normal business hours, being available to attend work and perform any duties required by the HCL Host;

18.2.2 not to contact any customer, supplier, officer, employee or contractor of the HCL Host; and/or

18.2.3 to perform alternative duties, including less senior or significant duties which the Employee agrees will not constitute a repudiation of this Agreement.

18.3 The HCL Host may, at any time, terminate the deputation and employment with immediate effect, without notice or payment in lieu of notice if the Employee:

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- 18.3.1 is guilty of any gross misconduct affecting the business of the HCL Host and /or any harm to any of its other employee of the HCL Host;
- 18.3.2 commits any serious or repeated breach or non-observance of any of the provisions of this Agreement;
- 18.3.3 refuses or neglects to comply with any reasonable and lawful directions of the HCL Host;
- 18.3.4 is, in the reasonable opinion of the HCL Host, negligent and incompetent in the performance of his/her duties;
- 18.3.5 is convicted of any criminal offence or any offence under any regulation or legislation;
- 18.3.6 fails to provide sufficient information to allow a national police check to be undertaken and/or any such police check is unsatisfactory in the reasonable opinion of the HCL Host;
- 18.3.7 ceases to hold any professional qualification, based on which the said Employee was employed;
- 18.3.8 becomes of unsound mind (as determined by the HCL Host on the basis of appropriate medical evidence) or a patient under any local statute relating to mental health;
- 18.3.9 ceases to be eligible to work in Australia;
- 18.3.10 is guilty of any fraud or dishonesty or acts in any manner which in the opinion of the HCL Host brings or is likely to bring the Employee or the HCL Host into disrepute or is materially adverse to the interests of the HCL Host;
- 18.3.11 is in material breach of the HCL Host's policies and related procedures; or
- 18.3.12 commits any act of bankruptcy or compounds with creditors.

19. Effect of Termination

- 19.1 On termination of the deputation with the HCL Host (however arising) the Employee shall:
 - 19.1.1 immediately deliver to the HCL Host all property of the HCL Host or any Group Company including without limitation any documents, books, data, materials, records, computer software and computer records, correspondence, papers and information (on whatever media and wherever located) relating to the business or affairs of the HCL Host or its business contacts, any keys, credit card and any other property of the HCL Host and copies thereof, including any car provided to the Employee, which is in his/her possession or under his/her control;
 - 19.1.2 irretrievably delete any information relating to the business of the HCL Host or a Group Company stored in any electronic format and all matter derived from such

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sources which is in his/her possession or under his/her control outside the HCL Host's premises; and

19.1.3 return to work with the Company and immediately report to their aligned HR Manager, unless otherwise instructed by the Company.

19.2 The Employee agrees that after termination of the deputation for whatever reason the Employee will not make or publish any disparaging comments or statements concerning the business, management or affairs of any Group Company.

19.3 The Employee agrees that following the termination of the deputation, the Employee will not have any right to work for the HCL Host.

20. Indemnity

The Employee will indemnify the HCL Host in respect of any liability incurred by the HCL Host as a direct consequence of the Employee's negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the HCL Host.

21. Privacy

21.1 The Employee consents to the HCL Host collecting, using, disclosing to third parties and transferring overseas to other Group Companies the Employee's Personal Information and the Employee's Sensitive Information for the purpose of the Employee's deputation and employment with the HCL Host and for purposes related to that deputation and employment with the HCL Host.

21.2 The Employee voluntarily consents to the collection, use, storage, disclosure, transfer (including overseas transfer) and other processing of his/her personal information (including where applicable sensitive personal information) provided by or on behalf of him/her to the Employer, or otherwise collected by the Employer, for all purposes relating to his/her employment, including but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, maintaining sickness and other absence records and taking decisions as to the Employee's fitness for work, as further described in the data protection notice/consent set out in Annexure 3.

22. Notices

A notice given to a Party under this Agreement shall be in writing in the English language and signed by or on behalf of the Party giving it. It shall be delivered by hand or sent to the Party at the address given in this Agreement or as otherwise notified in writing to the other Party.

23. Surveillance

23.1 From the Commencement Date, the Employee consents to the HCL Host's ongoing monitoring and recording of any Employee use of the HCL Hosts electronic communications systems, including internet, email and mobile phone use, through the use of monitoring software, for the purpose of ensuring that the HCL Host Policies are being complied with and for legitimate

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business purposes. The Employee shall comply with any electronic communication systems policies, if any, that the HCL Host may issue from time to time.

- 23.2 From the Commencement Date, on an ongoing basis, the Employee may be subject to camera surveillance through visible cameras while the Employee is on the HCL Host's premises.

24. Governing Law and Jurisdiction

This Agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the law of New South Wales. The Parties irrevocably agree that the courts of New South Wales shall have non-exclusive jurisdiction to settle any dispute or claim that arises out of or in connection with this Agreement or its subject matter or formation (including non-contractual disputes or claims).

25. No Waiver

The failure to exercise or any delay in exercising any right, power or remedy under this document will not operate as a waiver. Nor will any single or partial exercise of any right, power or remedy preclude any other or further exercise of that or any other right, power or remedy.

26. Confidentiality of Agreement

The terms of this Agreement are confidential and must not be disclosed by the Employee (without the prior written consent of the HCL Host) to any person other than the Employee's professional advisers or as required by law.

27. Legislation and Industrial Instruments

Any legislation or relevant industrial instrument applies to the Employee's deputation with the HCL Host as a matter of law and does not form part of this Agreement.

28. Entire Agreement

- 28.1 This Agreement and any document referred to in it constitutes the whole Agreement between the Parties and supersedes all previous discussions, correspondence, negotiations, arrangements, representations, understandings and agreements between them.
- 28.2 The Employee acknowledges that in entering into this Agreement it has not relied on and shall have no remedy in respect of any previous discussions, correspondence, negotiations, arrangements, or understandings.
- 28.3 Each Party agrees that its only liability in respect of those representations and warranties that are set out in this Agreement (whether made innocently or negligently) shall be for breach of contract.
- 28.4 Nothing in this Agreement shall limit or exclude any liability for fraud.

29. Variation

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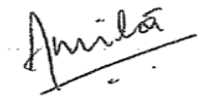
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No variation or agreed termination of this Agreement shall be effective unless it is in writing and signed by the Parties (or their authorized representatives).

30. Counterparts

This Agreement may be executed in any number of counterparts, each of which, when executed and delivered, shall be an original, and all the counterparts together shall constitute one and the same instrument.

For HCL AUSTRALIA SERVICES PTY, LIMITED,



Amrita Das
Vice President, Head-Global Rewards

Vijay S R

19 November 2021

Annexure 1

Components Names	Annual Amount
Guaranteed Salary Components	
Medical Allowance	(AUD) 5000
Expat Allowance	(AUD) 102356
Location Allowance	(AUD) 2400
Home Base Salary	(AUD) 11280
Total	(AUD) 121036

1. The Remuneration Package is AUD (AUD) 121036 per annum,.

During the Deputation Period, the Employee will continue to receive social security payments from the Company in accordance with their employment contract with the Company and the bilateral Social Security Agreement ("**SSA**") in place between India and Australia.

In accordance with the SSA, the HCL Host will not pay Australian superannuation contributions.

This arrangement is conditional on the Employee completing all documentation required of the Company prior to the Commencement Date, including the certificate of coverage.

2. Allowances

- Medical Allowance is being paid to an employee to meet the Department of Immigration health insurance requirements as are applicable for the 457 visa holders and their dependants for the duration 457 Visa sponsorship. Please note that insurance premium amount (as applicable) would be deducted from employee's salary and would be paid directly to the insurance service provider. An employee and employee's dependent family members who are on company sponsored 457 Visa will be covered by the health insurance policy as per details provided for employees reference at the policies Hub portal on www.myhcl.com.
Please note that HCL Provided Medical Insurance coverage and 'Medical Allowance' component will be withdrawn as and when there is a change in the employee's residential status and employee is no longer on a HCL sponsored work Visa. The amount available under 'Medical Allowance' component will be added to employee's Base Salary and a restructured salary letter would be issued to the employee. This change will be applicable on the 1st day of the successive month from the date when your residential status is changed to PR.
- The Expat component component is given to meet the cost of accommodation, subsistence, council tax, utilities and travel costs
- This allowance is intended to offset the cost of living. It will be applicable for Sydney location only and will be paid in 12 equal monthly instalments. It will not be applicable for the unpaid leaves availed during each month. In case date of joining is in middle of the month, it will be

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paid on pro rata basis for that month,

HCL Australia may on its discretion amend or withdraw this allowance based on internal and external market factors.

- Home Base Salary is equivalent to last drawn India Base Salary.

3. Applicable Award

a. Below is applicable award as per the role and responsibilities mentioned herein above in the Deputation Agreement:

- i. The annual salary will be paid to you in full satisfaction of all entitlements you may have under any applicable legislation, industrial instruments and HCL Host Policies including allowances, penalties, overtime and loadings, including leave loading.

ii. Applicable Award: For high-income employees as defined in the Fair Work Act 2009 (Cth)

b. Fair Work Act 2009 (Cth) The remuneration, being the RP, has been fixed taking into account, and is inclusive of, all entitlements the Employee may have under an applicable award including:

- i. allowances, penalties, overtime, loadings (including leave loadings);
- ii. time worked regularly in excess of 38 hours per week;
- iii. time worked on call-backs;
- iv. time spent standing by in readiness for a call-back;
- v. time spent carrying out professional duties outside of the ordinary hours of duty over the telephone or via remote access arrangements; and/or
- vi. time worked on afternoon, night or weekend shifts.

Annexure 2

Confidentiality, Intellectual Property and Restraint of Trade Deed Poll

This Confidentiality, Intellectual Property and Restraint of Trade Deed Poll ("Deed Poll") sets forth the Employee's obligations with respect to the protection of the confidential information, intellectual property and the legitimate business interests of **HCL Technologies LTD.**, (the Company) and **HCL AUSTRALIA SERVICES PTY. LIMITED** (the HCL Host), together HCL.

As a condition of my deputation with the HCL Host the terms and conditions of which are provided in the Deputation Agreement dated **19 November 2021**, I agree to the following:

1. Confidential Information

1.1 Company and HCL Host Information

I shall not use, copy, communicate or disclose, except for the benefit of the Company or the HCL Host, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively **Company Parties**), to which I have been privy to by virtue of being an employee of the Company. I understand that **Confidential Information** for this purpose shall include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company or HCL Host Parties with whom I interacted or with whom I became acquainted while being associated with the Company or HCL Host), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company or HCL Host Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above which are publicly known other than by a wrongful act of mine, or of others who were under confidentiality obligations. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information during my deputation with the HCL Host and employment with the Company or at any time thereafter. I will use my best endeavours to prevent the disclosure or publication of the Confidential Information to any person except if it falls within one of the follow exceptions:

- 1.1.1 the disclosure is required by law;
- 1.1.2 the prior written consent of the Company or the HCL Host is obtained to the disclosure; or
- 1.1.3 the disclosure is in the proper performance of my duties to the Company or to the HCL Host, or Company's agents, employees or advisers who enter into an undertaking of confidentiality reasonably required by the Company or the HCL Host.

1.2 Former Employer Information

I agree that I will not, during my employment with the Company and during my deputation to the HCL Host, improperly use or disclose any confidential information, proprietary information

or trade secrets of any former employer or other person or entity. Further, I will not bring into the Company or HCL Host premises any confidential information, proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person or entity.

2. Third Party Information

I recognize that the Company and HCL Host has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation or entity when in the proper performance of my duties. I also agree not to use such information except as necessary in carrying out my work for the Company or the HCL Host consistent with the Company's or HCL Host's agreement with such third party.

3. Inventions

3.1 Inventions Retained and Licensed

I have attached hereto, as Exhibit No. 1, a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my deputation to the HCL Host and employment with the Company (collectively referred to as **Prior Inventions**), which belong to me, which relate to the Company's or to the HCL Host's proposed business, products or research and development, and which are not assigned to the Company or to the HCL Host hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company and my deputation with the HCL Host, I incorporate into a Company or HCL Host product, process or machine a Prior Invention owned by me or in which I have an interest, the Company and HCL Host are hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

3.2 Assignment of Inventions

I agree that I will promptly make full written disclosure to the Company and to the HCL Host, will hold in trust for the sole right and benefit of the Company and the HCL Host, and hereby assign to the Company and the HCL Host, or its designee, all my right, title, and interest in and to any all inventions, original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company or deputation of the HCL Host (collectively referred to as **Inventions**), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the Company and deputation with the HCL Host and which are protectable by copyright are works made for hire, as defined under the local copyright legislations (and all amendments thereto).

3.3 Maintenance of Records

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I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during my deputation with the HCL Host and employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company and the HCL Host. The records will be available to the Company and to the HCL Host and remain the sole property of the Company and the HCL Host at all times.

3.4 Patent and Copyright Registrations

I agree to assist the Company and the HCL Host, or its designee, at the Company's and/or HCL Host's expense, in every proper way to secure the Company's and HCL Host's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company and the HCL Host of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company and the HCL Host shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company and the HCL Host, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company and the HCL Host is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company and the HCL Host as above, then I hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

4. Conflicting Employment

I agree that, during the term of my employment with the Company and my deputation with the HCL Host, I will not engage in any other employment, occupation, consulting or other business activity without the prior written consent of the Company and the HCL Host, nor will I engage in any other activities that conflict with my obligations to the Company and the HCL Host.

5. Restraints after deputation

I shall not, without the prior written consent of the HCL Host:

5.1 on my own account or for or on behalf of any person or entity:

5.1.1 participate in, promote, carry on, assist or otherwise be directly or indirectly concerned with or involved in, financially or otherwise (whether as a member, shareholder, unit-holder, director, consultant, advisor, contractor, principal, agent, manager, employee, beneficiary, partner, associate, trustee, financier or in any other capacity), any Prohibited Business;

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- 5.1.2 solicit or endeavour to solicit or approach any director, officer, employee, contractor or agent of the HCL Host or a HCL Host Party known personally to my or about whom I had access to Confidential Information, with the purpose of enticing that person away from the HCL Host or any entity in the HCL group;
- 5.1.3 solicit, canvass, approach or accept any approach from any person or entity who was during the Relevant Period a customer, supplier, distributor or licensee of or to the HCL Host or any entity in the HCL group with whom I had dealings or about whom I had access to Confidential Information or with whom I had dealings during the Relevant Period, with a view to establishing a relationship with or obtaining the custom of that person or entity with a Prohibited Business;
- 5.1.4 interfere or seek to interfere, directly or indirectly, with the relationship between the HCL Host or any entity in the HCL group and its customers, suppliers, distributors, licensees, officers, employees, contractors or agents in the conduct of its business;
- 5.1.5 deal with any director, officer, employee, contractor or agent of the HCL Host or any entity in the HCL group known personally to me or who is likely to be in possession of any trade secret or Confidential Information of the HCL Host or any entity in the HCL group;
- 5.1.6 deal with any person or entity who was during the Relevant Period a customer, supplier, distributor or licensee of or to the HCL Host or any entity in the HCL group; or
- 5.1.7 counsel, procure or assist any person to do any of the acts referred to in subparagraphs 5.1.1 to 5.1.6;
- 5.2 at any time after cessation of my deputation with the HCL Host for any reason for a period of:
 - 5.2.1 twelve months, or if that is considered to be unreasonable by a court of competent jurisdiction;
 - 5.2.2 nine months, or if that is considered to be unreasonable by a court of competent jurisdiction;
 - 5.2.3 six months, or if that is considered to be unreasonable by a court of competent jurisdiction;
 - 5.2.4 three months, or if that is considered to be unreasonable by a court of competent jurisdiction;
 - 5.2.5 one month.
- 5.3 anywhere within:
 - 5.3.1 Australia;
 - 5.3.2 **New South Wales**

- 5.3.3 the greater metropolitan area of **Sydney**.
- 5.4 Paragraph 6 must be construed and have effect as if it were the number of separate sub-paragraphs which results from combining the commencement of paragraph 5 with each sub-paragraph of 5.1 and combining each combination with each sub-paragraph of 5.2 and combining each combination with each sub-paragraph of 5.3, each resulting sub-paragraph being severable from each other resulting sub-paragraph.
- 5.5 If any of the resulting sub-paragraphs are invalid or unenforceable for any reason, that invalidity or unenforceability will not prejudice or in any way affect the validity or enforceability of any other resulting sub-paragraph.
- 5.6 **"Prohibited Business"** means a business (or part of a business) that competes with a business (or part of a business) of the HCL Host or any entity in the HCL group for which, during the Relevant Period, I have performed duties or had responsibilities during my deputation with the HCL Host , or in relation to which during the Relevant Period I had access to Confidential Information. For the avoidance of any doubt, it does not include the Company as defined as defined in the Employee's deputation agreement with the HCL Host.
- 5.7 **"Relevant Period"** means the period commencing 12 months prior to the date of cessation of my deputation with the HCL Host for any reason.
- 5.8 The Employee acknowledges that:
- 5.8.1 the prohibitions and restrictions contained in this clause 5 are fair and reasonable having regard to the interests of the HCL Host and entities in the HCL group and the nature of the Employee's duties with the HCL Host , and go no further than reasonably necessary to protect the goodwill and legitimate business interests of the HCL Host and the entities in the HCL group go;
- 5.8.2 substantial and valuable consideration has been received for each restraint by the Employee, including the Employee's remuneration; and
- 5.8.3 if the Employee breaches the Employee's obligations under this clause 5 then, in addition and without prejudice to any other remedy which the HCL Host may have, the HCL Host is entitled to seek and obtain interlocutory and permanent injunctive relief in any court of competent jurisdiction.
- 5.8.4 if the Employee applies for or is otherwise offered employment or an engagement, appointment or consultancy at any time during the deputation with the HCL Host or at any time prior to the expiry of the obligations contained in this clause 5, the Employee will immediately inform the HCL Host of such offer of employment or engagement and the HCL Host will provide a copy of this clause 5 to the person or entity that the Employee has applied to or that has made such offer.

6. Acknowledgement

I have carefully read and considered the provisions of this Deed Poll and agree that HCL Host and the Company have provided me the opportunity to seek independent advice of my own

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choosing prior to executing this Deed Poll. I acknowledge that I understand the terms of this Deed Poll and accept them as fair and reasonable and are reasonably required for the protection of the interests of the HCL Host and the Company and enhancing their goodwill.

7. Protection of Systems & Environment

As a part of my job requirement, I may be required to, or will have access to Company s, HCL Host's, Company customer s and HCL Host's customers work and computer environment and, as such undertake not to incorporate into Company s and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer programs or systems. I understand that any violation or likely violation hereof may expose the Company or the HCL Host to losses and damages, including without limitation claims from Company s or HCL Host's customers and as such the Company and the HCL Host will be entitled to recover all such monies from me.

8. Remedies

By virtue of the duties and responsibilities attendant with my engagement by the HCL Host and the Company, I understand that great loss and irreparable damage would be suffered by the HCL Host and the Company if I should breach any of the terms of this Deed Poll. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the HCL Host and the Company. Therefore, in addition and without prejudice to any other remedies available to the HCL Host and the Company at law or in equity, the HCL Host and the Company are entitled to seek and obtain interlocutory and permanent injunctive relief in any court of competent jurisdiction, to prevent a breach or the continuation of a breach of any of the terms of this Deed Poll.

Executed as a Deed Poll by Vijay S R

Vijay S R
19 November 2021

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Annexure 3**HCL TECHNOLOGIES GLOBAL EMPLOYEE PRIVACY NOTICE (Notice)**

[This Notice must be read in conjunction with the formal Employment Agreement]

INTRODUCTION

We are committed to protecting and securing the privacy and confidentiality of the Personal Data We collect from our employees, prospective employees and contractors. This employee privacy notice outlines and explains how your local Employer and HCL Technologies Limited (both as independent Data Controllers for the purposes of EEA based employees and hereinafter collectively referred as HCL , We , Our) will protect your privacy by processing your Personal Data in accordance with applicable privacy legislation.

Please Note: To identify your local Employer please refer to your employment agreement.

What Does This Notice Cover?

The aim of this Notice is to provide you with information on what Personal Data We process, why We process your Personal Data, how We process your Personal Data (including details on the principles We will abide by), as well as informing you of certain rights that you may be able to exercise on your Personal Data (subject to the jurisdiction where you are based).

This notice applies to all global employees, subject to local caveats which have been highlighted herein. This notice supersedes all previous employee privacy notices or privacy terms that may have been communicated to you in during or prior to your employment.

This notice is supplemented by local privacy terms that may apply to your jurisdiction and are annexed to this notice. In case of any contradiction between this notice and the local privacy terms, the local privacy terms will take precedence. Furthermore, this Notice is supplemented with and should be read in conjunction with the Privacy Policy HCL Personnel which will be available to you during the course of your employment.

In some cases, We may present you an additional Personal Data processing notice, depending on the circumstances as they may exist. Typically, these additional notices would provide requisite information pertaining to, but not limited to, additional purpose(s) for processing of your Personal Data which are not covered under this Notice. Such a notice shall apply only for those respective cases referred to therein and shall not affect the validity of this Privacy Notice.

What Personal Data Do We Process?

For the purposes of this Notice, Personal Data means any information about you from which you can be identified (whether derived from that information on its own or when combined with other information that We may hold about you).

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Prior to joining HCL, and during your employment, it may be necessary for you to provide and for HCL to collect your Personal Data which can include the following categories. We may also be provided with or source data about you from external sources like clients, third party vendors (such as recruitment agencies or background screening vendors) and online platforms if strictly required for the purposes described in this notice. For example, We may need to source references or background checks from clients or vendors.

General Personal Data:

- Personal data such as: your name, date of birth (including year of birth), country of birth and citizenship, nationality, residency, right to work, gender, marital status¹ and dependent data², unique identifiers issued by a government or any local governing body;
- Personal contact data such as: your work and personal phone number(s), e-mail address and mailing addresses;
- Financial data, such as: your bank account number and details, government-provided unique identification numbers (which is necessary to process any employment benefit(s) due to applicable labour law(s) and/or taxation laws such as the Provident fund account number of your previous employer, pension account number, number, personal account number, etc.), payroll information and other information related to compensation and benefits;
- Professional data, such as: your educational background, work experience, and employee performance details, professional certification details, work performance, leave of absence, IT usage records, and
- Any other relevant information that We may require for the duration of the employment or contractual relationship.

Special Categories of Personal Data:

HCL will only process Sensitive Personal Data in limited circumstances and only where We are required to do so under applicable privacy legislation. For example, where We are required to process your Sensitive personal data to carry out obligations and rights in relation to employment law. HCL takes the protection and security of your Sensitive personal data seriously, and the highest level of technical and organisational security controls are applied when We process your Sensitive personal data.

Why We process your Personal Data?

- a) We process your Personal Data for specified purposes and on the following legal grounds, for the various situations which may arise during the tenure of your employment with us:
 - i) As it may be necessary for preserving our or a third party's **legitimate interests** (please see How do We use your Personal Data? section below.);

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- ii) The processing is necessary for us to perform **contractual obligation(s)** in respect of your employment or engagement with HCL e.g. process your bank details and payroll information;
 - iii) As it is, or if it becomes, necessary to comply with any **legal obligation(s)**, including but not limited to, any local law(s), to the extent of the applicability of such law(s);
 - iv) As is necessary to protect your **vital interests** when you are physically or legally incapable of giving consent; and
- b) in exceptional circumstances you may request us to disclose your personal data to third parties or organisations such as a law firm handling a individual claim on your behalf, or otherwise. There may also be exceptional circumstances, where you may consent to the processing of your personal data, but only if the consent is truly freely given and unambiguous e.g. consent to publish your photograph on marketing materials.

When you choose to provide Us with Personal Data about third-parties, We will only use this data for the specific reason for which you elect to provide it. HCL would process the Personal Data provided by you about your next of kin or dependents for compliance with contractual obligations or to fulfil its legal obligations. It is your responsibility to ensure that when you disclose Personal Data of individuals other than yourself, you abide by applicable privacy and data security laws, including informing individuals and third-parties that you are providing their Personal Data to HCL, informing them of how it will be transferred, used, or processed. If you choose to provide HCL with a third-party's Personal Data, you represent that you have the third-party's permission to do so.

We may carry out automated processing of your Personal Data for training, career planning and any other related purposes.

How We Use Your Personal Data?

The purposes for which We use your Personal Data include, but are not limited to, establishing, managing, and/or maintaining your employment or any other contractual relationship with HCL. We process your Personal Data, for the purposes enlisted below, via both manual and automated methods.

Compensation and Benefits:

Purpose	Legal Basis	Categories of recipients with whom We may share your personal data outside of HCL*
Administering pay and employee rewards programs, including incentives, benefits and pay-outs, claims (insurance, travel, professional certifications et al.);	Processing is necessary to perform contractual obligation(s) in respect of your employment or engagement with HCL	<ul style="list-style-type: none">- Pension and benefit providers- Equity incentive plan administrators- Law enforcement and regulatory bodies

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Provision of certain social welfare-related benefits such as insurance, worker's compensation, gratuities, provident funds, social security and other benefits as defined in applicable laws	Processing is necessary to comply with any legal obligation(s), including but not limited to, any local law(s) of the land, to the extent of the applicability of such law(s)	<ul style="list-style-type: none"> - Insurers - Third parties for any prospective mergers or acquisitions - IT suppliers - Cloud service providers - Payroll firms
Other voluntary benefits which HCL may provide from time to time via its programs.	Processing is necessary to perform contractual obligation(s) in respect of your employment or engagement with HCL	<ul style="list-style-type: none"> - External advisors e.g. Consultants, law firms, auditors

Talent Acquisition and onboarding:

Purpose	Legal Basis	Categories of recipients with whom We may share your personal data outside of HCL*
Determining a candidate's / applicant's eligibility for employment or engagement with HCL, including, but not limited to, verification of professional references, qualifications, background checks, etc.;	Processing is necessary for preserving our legitimate interests	<ul style="list-style-type: none"> - Clients and customers - Equity incentive plan administrators

HR Services:

Purpose	Legal Basis	Categories of recipients with whom We may share your personal data outside of HCL*
Conducting performance reviews and appraisal evaluation	Processing is necessary for preserving our legitimate interests	
Employee Training	<p>Processing is necessary for preserving our legitimate interests</p> <p>AND</p> <p>Processing is necessary to comply with any legal</p>	

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	obligation(s), including but not limited to, any local law(s) of the land, to the extent of the applicability of such law(s)	
Measuring working capability and performance improvement	Processing is necessary for preserving our legitimate interests	

Management and operation of HCL business:

Purpose	Legal Basis	Categories of recipients with whom We may share your personal data outside of HCL*
Strategic planning and operational restructuring analysis	Processing is necessary for preserving our legitimate interests	
Building resource and capability management		- Third party vendors - Current or prospective customers or clients
Conducting organizational surveys, research and analysis		
Employee Transfer and Travel Management		

* please note, in some circumstances these third parties may qualify as data controllers who process your personal data for their own purposes e.g. in the case of transferring your personal data to benefit or pension providers. Please refer to these data controllers privacy notice or statement. Otherwise, all third parties are data processor acting on the instruction of HCL. Wherever We engage a data processor, We require assurances that such data processors have implemented appropriate safeguards and controls in relation to the protection of your Personal Data. In addition to the third parties legal obligations, We require that such third parties are also contractually obligated to safeguard your Personal Data. Ongoing oversight is maintained on the relevant processing activities being carried out by the third party.

Workplace Monitoring

HCL may, subject to applicable laws and regulations, monitor your use of the HCL computer systems and networks including your physical location whilst you are operating in the workplace to ensure the correct functioning of the systems and networks, and to protect the misuse and threat of attacks, regulatory compliance, prevent the commission of crimes and violations of laws and policies, ensure HCL's compliance with software licensing and agreements, prevent theft or unauthorised disclosure of HCL intellectual property, assets or confidential information, assessing compliance with, and detecting potential violations of HCL policies and any applicable laws and regulations. These activities

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will be conducted for its legitimate business interests and will be reasonable and proportionate to secure and safeguard the interests of its employees, clients, property, and other associated parties. In order to preserve the safety and security of our internal networks We may undertake typically the following monitoring activities:

- Surveillance of workplace premises using Closed-Circuit Television cameras (CCTV) in designated areas only as permitted by local laws;
- We may monitor and in a limited cases review communications sent to or received by HCL employee(s) or contractor(s) through HCL s assets, network, or corporate mailing / e-mail system, but only in situations where there is credible evidence establishing reasonable threat to the safety and security of our network and systems
- Reviewing documents or contents created, reviewed, stored or processed on HCL systems, devices, and networks;
- Reviewing cookies and/or temporary files placed on HCL systems, devices, or networks due to a user s internet browsing activity; and
- In order to ensure continuous safeguarding of HCL s network and its assets We run programs such as Data Loss Prevention and system scanning etc. wherein from time to time We monitor and analyse data points such as internet browsing history activities performed using HCL systems, devices, and networks; logs and activities on personal assets and devices which are used inter alia to access or process HCL mailing system / e-mailing systems;

We undertake these activities primarily to (a) protect our legitimate interests and discharge our contractual obligations or our obligations under applicable laws and regulations; and/or (b) ensure HCL s policies and procedures are adhered to by all HCL Personnel at all times.

How Long Do We Retain your Personal Data?

We retain your Personal Data for as long as it is necessary to do so and is commensurate to the purpose for which it is processed. We may retain your Personal Data for a longer time period, if We are required to do so by as applicable laws or to exercise or defend our legal rights.

We follow a deletion process designed to ensure that your Personal Data is safely and completely removed from our network or retained only in anonymized form. We try to ensure that We protect your information from accidental deletion. Because of this, there could be some delay between when data deletion is initiated and when data is actually deleted from our active and backup systems / network / servers et al.

Is Your Data Transferred Across International Borders?

If it is necessary to transfer your Personal data to countries that do not offer adequate protections, for example if European Economic Area (EEA) data will be transferred outside the EEA then We will ensure that appropriate safeguards as required by applicable laws are put in place prior to the transfer of the data. To protect Personal Data when transferred outside the EEA to countries which have not

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been deemed by the European Commission to adequately protect Personal Data, HCL incorporates standard contractual clauses into contract(s) / data transfer agreement(s) established between the parties transferring the Personal Data. You can contact the Global Privacy Office if you wish to get a copy.

HCL is a truly global organisation so your Personal data may be transferred for the any of the above stated purposes to different global locations. These transfers will be undertaken in compliance with applicable law(s) and regulation(s).

What are your rights and how can you exercise them?

Depending on your geographical location and relationship with HCL you may have a number of rights in relation to your Personal Data.

You may have a number of rights as an individual . These include the right to access, and in some circumstances right to amend, delete, object, or restrict the continued processing of your personal data. If you wish to exercise these rights, then HCL will provide you with the requested information or action your request within one month after receipt of your request, subject to any extensions that maybe required and communicated to you.

To exercise these rights or for more information about your rights, please submit your requests to your HR partner. Alternatively, you can also contact HCL s Privacy Office via privacy@hcl.com.

Please note, these rights are subject to exemption(s) and may not apply in all circumstances. If you object to, or ask us to restrict, our processing of your Personal Data, or ask us to delete your Personal Data, then this may affect our ability to discharge some or all our contractual obligation(s), as defined under your employment contract with HCL.

Please refer to the below for detailed data subject/individual rights as per Australian Privacy Act 1988 (Cth) (the Privacy Act).:

- Right to access information
- Right to rectification
- Right to data portability
- Right to be forgotten
- Objection to direct Marketing and profiling

Right to have an option to not identify themselves, or use a pseudonym while dealing with an organisation

How Do We Safeguard your Personal Data We Have Collected From You?

We use appropriate technical, organizational, and physical security measures to protect your Personal Data. These include, but are not limited to:

- Controlling access to help prevent unauthorised viewing or alteration of your Personal Data
- Minimising the data sets and/or anonymising data when We process your Personal Data for the various activities as outlined above
- Using encryption mechanisms, where appropriate

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How Do We Update This Notice?

We may update this Notice from time to time. We will post any updated version of this Notice on the HCL intranet and other relevant portal(s). We may also communicate changes to this Notice to you by email or by other necessary mean(s), if need be.

Except as otherwise stated in this Notice, any updates to this Notice will be effective from the date on which they are communicated to HCL personnel.

Who can you contact?

Any questions or concerns about the operation of this document should be addressed to the relevant HR personnel / HR Employee Partner.

If you have any concerns about how your Personal Data has been processed then you can contact the HCL s Data Protection Officer using privacy@hcl.com.

Signature: -----

Name: -----

Date: -----

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I hereby acknowledge that I have received a copy of this Notice and that I have read and understood the contents of this Notice. I further hereby explicitly consent to the processing of my Personal Information, including the processing of my sensitive personal information, and to the transfer of my Personal Information outside the country where I work or reside, as described in this Notice.

Version No: 1.0

Version Date: 3 December 2019

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www.hcl.com**Appendix A Definitions:**

Applicable Law	Local laws of the land that applies to HCL
Employer	The local entity which has offers employment and is demarcated as employer on the employment agreement signed by the employee
Data Controller	The entity/person who (either alone or jointly or in common with other entities/persons) determines the purposes for which and the manner in which any Personal Data are or are to be processed.
Data Processor	Any person or an entity who processes the data on behalf of the Data Controller
Data Subject/individual	Any identified or identifiable living individual natural person.
Personal Data	Data or set of data that can identify an individual, such as name, address, telephone number, and email address.
Sensitive Personal Data	Sensitive Personal Data such as health and/or other medical data, biometric data for uniquely identifying a natural person, information about trade union membership
Third Party	Any external body contracted for processing personal data on behalf of HCL or any of its subsidiary or affiliate

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EXHIBIT No. 1

LIST OF PRIOR INVENTIONS AND ORIGINAL WORKS OF AUTHORSHIP

Title	Date	Identifying Number or Brief Description
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_____ No inventions or improvements

_____ Additional Sheets attached

Signature of Employee: _____

Print Name of Employee: _____

Date: _____