### **EMPLOYMENT CONTRACT**

THIS CONTRACT is made as of the 10th November, 2018, between **Loom Network Inc**. a corporation incorporated under the laws of the USA, it’s to be registered legal entity in India(collectively called the “Employer”); and **Suhas Aggarwal**, of New Delhi, India (the “Employee”).

WHEREAS the Employer desires to obtain the benefit of the services of the Employee, and the Employee desires to render such services on the terms and conditions set forth.

IN CONSIDERATION of the promises and other good and valuable consideration, the parties agree as follows:

#### **1. Employment**

The Employee agrees that they will at all times faithfully, industriously, and to the best of their skills, experience and talents, perform all of the duties required of his position. In carrying out these duties and responsibilities, the Employee shall comply with all Employer policies, procedures, rules and regulations, both written and oral, as are announced by the Employer from time to time. It is also understood and agreed to by the Employee that his/her assignment, duties and responsibilities, and reporting arrangements may be changed by the Employer in its sole discretion without causing termination of this agreement.

#### **2. Position Title**

As a **Senior Software Developer**, the Employee is required to perform all of his/her necessary job functions and duties, and all other duties that may be assigned to Employee, from time to time by Employer.

#### **3. Compensation**

As full compensation for all services provided, the employee shall be paid at the rate of INR 30,00,000 per annum plus upto INR 3,00,000 retention and performance bonus, and will be subject to quarterly review. Such payments shall be subject to normal mandatory deductions by the Employer taxes. The bonus would be given if the employee completes a tenure of 12 months with the employer and based on his performance.

#### **4. Benefits**

In addition, the Employee will be eligible to participate in employee benefit plans established by the Company for its employees from time to time.

#### **5. Paid Time Off**

The Employee shall be entitled to Vacation Time in the amount of 3 weeks per annum, which equals 15 days or 120 hours. Sick Leave is also provided as needed, more than one day in a row requires a doctor's note. The Employer also provides Bereavement Leave if needed.

The Employee is not eligible for any kinds of leave until the 30-day probationary period has been passed successfully.

The Employer reserves the right to change or otherwise modify, in its sole discretion, the preceding terms of employment.

#### **6. At Will Employment**

While we look forward to a long and profitable relationship, you will be an at will employee of the Employer, which means the employment relationship can be terminated by either of us for any reason, at any time, with or without prior notice and with or without cause. Any statements or representations to the contrary should be regarded by you as ineffective.

The Employee may at any time terminate this contract and his employment by giving not less than four weeks written notice to the Employer. The employer agrees to give at give at least 4 weeks notice on any termination, and will be subject to any local regulations that may change this. The employee agrees to return any property of the Employer at the time of termination.

#### **7. Non-Competition Covenant & Confidentiality**

It is agreed that following termination of the employee’s employment with the Employer for any reason the Employee shall not hire or attempt to hire any current employees of Loom Network. It is further acknowledged and agreed that following termination of the Employee’s employment with the Employer for any reason, the Employee shall not solicit business from current clients or clients who have retained the Employer during the prior 12 month period.

As an employee of the Employer, you will have access to certain confidential information of the Employer and you may, during the course of your employment, develop certain information or inventions that will be the property of the Employer. To protect the interests of the Employer, you will need to sign the Employer’s standard “Confidentiality and Intellectual Property Assignment Agreement” as a condition of your employment. We wish to impress upon you that we do not want you to, and we hereby direct you not to, bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have to any former employer.

During the period that you render services to the Employer, you agree to not engage in any employment, business, or activity that is in any way competitive with the business or proposed business of the Employer. You will disclose to the Employer in writing any other gainful employment, business, or activity that you are currently associated with or participate in that competes with the Employer. You will not assist any other person or organization in competing with the Employer or in preparing to engage in competition with the business or proposed business of the Employer.

More details will be provided in the Employer’s “Confidentiality and Intellectual Property Assignment Agreement” under separate cover (keep this if you have one).

#### **8. Integration**

This contract contains the entire agreement between the parties, superseding in all respects any and all prior oral or written agreements or understandings pertaining to the employment of the Employee by the Employer and shall be amended or modified only by written instrument signed by both of the parties hereto.

#### **9. Severability of Contract**

The parties hereto agree that in the event any article or part thereof of this contract is held to be unenforceable or invalid, then said article or part shall be struck, and all remaining provisions shall remain in full force and effect.

#### **10. Choice of Law**

This contract shall be governed, interpreted, and construed in accordance with the laws of the Kingdom of Thailand.

If you decide to accept this contract, please sign the enclosed copy of this letter in the space indicated and return it to me. Your signature will acknowledge that you have read and understood and agreed to the terms and conditions of this agreement and the attached documents, if any.

IN WITNESS WHEREOF the Employer has caused this contract to be executed by its duly authorized officers and the Employee has agreed as of the date first above written.

SIGNED, SEALED, AND DELIVERED in the presence of:

  
  
**Suhas Aggarwal (date of signed contract)**

Matthew Gregory Campbell **(date of signed contract)**