

EMPLOYMENT AGREEMENT



appropriate circuit court or other court of competent jurisdiction. The arbitrator's award is final and binding. It is however, subject to judicial review as permitted by applicable law.

16. **Time Limitation for Requesting an Accommodation** - Employees with a disability must inform Populus Group in writing of a need for accommodation, if any, within 182 days after Employee knows or reasonably should know that an accommodation is needed. Employee further understands that the failure to do so may preclude any claim that the employer failed to accommodate the disability under Michigan, but not federal, law.

17. Miscellaneous

- a. **Entire Agreement** - This agreement, and addendums if applicable, represents the entire agreement between the parties in relation to the subject matter hereof and supersedes all prior agreements between such parties relating to such subject matter. No representation, promise, warranties, inducements or oral agreements have been made by any of the parties except as expressly set forth herein or in other contemporaneous written agreements specifically identified herein.
- b. **Reasonableness** - Employee acknowledges and agrees that he/she has weighed all the facts, conditions and circumstances pertaining to this agreement and that he/she acknowledges and agrees that all of the provisions of this agreement are reasonable. Employee agrees not to contest the validity of any provision of this agreement and waives any and all rights he/she may have to bring any claim, action or suit or to raise any defense regarding the validity and reasonableness of this agreement or any provision herein.
- c. **Survival** - The covenants and remedies contained in this agreement and the addendum (if applicable) of this agreement and any other relevant provisions shall survive the termination of your employment with Populus Group, assignment with any Client, and termination of this agreement, and shall inure to the benefit of and be enforceable by the successors and assigns of Populus Group.
- d. **Amendment of Agreement** - This agreement may be altered or amended, in whole or in part, only in writing signed by both of the parties to this agreement.
- e. **Waiver** - No waiver of any breach or condition of this agreement shall be deemed to be a waiver of any other subsequent breach or condition, whether of a like or different nature.
- f. **Forum** - This agreement shall be governed by and construed in accordance with the laws of the state of Michigan, without regard to its conflicts of law rules. Any claim, action, suit or other proceeding initiated by either party under or in connection with this agreement must be asserted in the state of Michigan. Both parties hereby irrevocably submit themselves to the jurisdiction and venue of Michigan.

Accepted By:

A handwritten signature in black ink, appearing to read "Vishnu Patil", written over a horizontal line.

(Contract Employee Signature)

Vishnu Patil

(Contract Employee)

12/13/2019

(Date)

Accepted By: POPULUS GROUP LLC.

(Populus Group, LLC. Representative Signature)

(Populus Group, LLC. Representative)

(Date)