

6. **Performance Reviews:** are done on a Yearly basis with an exception to the first review that will be done on completion of the first 3 month period.
7. **Withholding Taxes:** All forms of compensation referred to in this letter areS subject to reduction to reflect applicable withholding and payroll taxes.
8. **Upon Exit:** Upon Exit of your employment with the Company, you will immediately return to the Company all accessories, formulae, source code, documents, specifications, books, data, literature, drawings, records etc., of whatsoever nature in your custody, care or charge provided by the Company and shall obtain clearance certificate from the relevant person, on production of which alone, your account will be settled by the Company.
9. **Confidentiality:** You will, neither during your employment (except in the proper performance of duties) nor at any time after termination thereof, directly or indirectly disclose to any person or entity whatsoever, any trade secrets or confidential information relating to or belonging to the Company or any information which you have been advised is confidential or any information which has been given to the Company in confidence.
10. **Entire Agreement:** This letter hereto contains all of the terms of your employment with the Company and supersedes any prior understandings or agreements, whether oral or written, between you and the Company.

We hope that you find the foregoing terms acceptable.

You may indicate your agreement with these terms and accept this offer by signing and dating both the enclosed duplicate original of this letter and the enclosed Proprietary Information and Inventions Agreement and returning them to me.

Please get your relieving and experience letter on the day of joining.

Regards,

Pankaj Ganeriwal
Director
Textual Analytics Solutions Pvt Ltd