

Employment Offer

Dear Prathamesh,

We are pleased to offer you the opportunity to work with QLC as per the following terms:

Designation: Trainee Developer - Java Team

Reporting Officer: Bappasaheb Nirmal, Project Manager - Software Development

Joining Date: 05/08/2019

Place Of Work

You will currently be based in the company's office at Model Colony, Pune. However, your services are transferable to any other office of the Company or its associate anywhere within Pune or in India, at an office existing today or that may be acquired in the future, at the sole discretion of the Management.

Salary

Your salary, allowance and reimbursements of expenses (if applicable) will be as per details attached.

Probation & Confirmation

You will be on probation for a period of **12 (twelve)** months from the date of commencement of your employment with the company. The period of probation may be extended at the sole discretion of the management. You will not be deemed confirmed and your confirmation will come in effect only subject to written communication to you.

Separation

For employees under the grade Executive/Officer, the notice period during probation will be 30-days, and after confirmation of employment the notice period will be 60-days.
For employees under the grade of Assistant Manager and above, the notice period during probation will be 30-days, and after confirmation the notice period will be 90-days.
A resigned employee is required to serve the entire period of notice, and will not be allowed to surrender leave or salary in lieu of notice. The Company may however, at its discretion, decide to relieve the employee immediately on resignation. In the event that the Management is not satisfied with your work or conduct they would be at liberty to terminate your service without any notice during the training and probation period and with 7-days notice after confirmation.

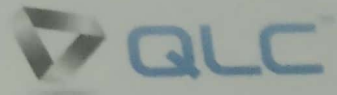
Secrecy & Confidentiality

You will not give out to anyone by word of mouth or otherwise particulars or details of the processes, systems, security arrangements, administrative or any other organizational matters pertaining to the Company which may be your personal privilege to know by virtue of being in the employ of the organization.

You will be required to sign a Confidentiality Agreement as per the policy of the company, any violation of which would result in termination of your employment without any notice whatsoever; the final decision on the violation being at the sole discretion of the Management.

Disclosure

You confirm that you have disclosed fully to the Company all of your business interests whether or not they are similar to or in conflict with the business interests, businesses or activities of the Company and all circumstances in respect of which there is or there might be, a conflict of interest between the Company and you or any immediate relative. You agree to disclose fully to the Company any such interests or circumstances which may arise during your employment immediately upon such interest or circumstances arising.



Possession of Material, Literature, etc.

All material, literature, inventions, information etc. in your possession during the course of your association with the Company, whether in hard copy or soft copy is the sole property of the Company and you are required to return the same to the company on your leaving the organisation. Any equipment provided to you by the Company for the performance of your duties must be returned to the Company in satisfactory working condition, failing which the Company reserves the right to recover the purchase price of the equipment from you.

Performance Incentives

The Company reserves the right to announce or withhold an annual Bonus. In the event that your compensation includes Bonus, you will be eligible only if you are a confirmed employee on the rolls of the company at the time of disbursement of Bonus. In the event that your compensation includes Performance-based incentives, you will be eligible only if you are a confirmed employee on the rolls of the Company at the time of disbursement of the Performance-based Incentive.

Other Rules and Regulations

You will be governed by the rules and regulations of the Company that are existing and that may be applied, enforced, amended or altered from time to time during the course of your employment. You are expected to perform the duties assigned to you with a high degree of initiative, efficiency, integrity and professionalism.

Dispute

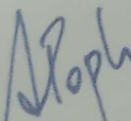
Any dispute, claim or issue that may arise out of or in relation to this agreement including but not limited to termination, breach, validity or its interpretation shall be referred to a sole arbitrator appointed, through mutual agreement of the Parties, in accordance with the Arbitration and Conciliation Act 1996 as amended. The seat of arbitration shall be Mumbai and the local laws of Mumbai shall apply. The Courts of Mumbai shall have exclusive jurisdiction over the arbitral proceedings under this agreement.

Other Assignments

You will devote full time to the work assigned to you and will not undertake any direct or indirect business or honorary or remuneratory work during the course of your training with the Company, without the prior written permission of the Management.

This offer is valid for 3-days, and will be invalid if not confirmed within that period; you are advised to keep this letter and its contents strictly confidential. We look forward to receiving your acceptance and your date of commencement with the Company.

Yours truly,
For QuantumLink Communications Pvt Ltd


Sharad Popli
Director

Date: August 7, 2019



For Candidate Accepted On: 12-08-2019

Signature: 