

Tushar Atkare,
A/P-House no 27 A, Savedi,
Ahmednagar, MH - 414003,

14th May 2021

Offer of Employment

Dear Tushar,

We are pleased to offer you a position with Emtec Technologies Pvt. Ltd as **Trainee Software Development Engineer (Grade-AS1)**. Should you decide to join us, and all contingencies are satisfied, you will receive an annual compensation of Rs.4,00,000/- (Rupees Four Lakhs Only), less applicable taxes and withholdings, in accordance with the Company's normal payroll procedures.

The exact break down of your compensation will be made available to you for your review. You will be eligible for the following standard Company benefits:

- 18 days of earned leaves (EL) & 8 days of casual leaves (CL) for a full calendar year.
- National holidays as per company policy
- Maternity leaves for 26 weeks (as applicable)
- Paternity leaves for 5 days (as applicable)

Details about these benefit plans will be made available for your review. Emtec may modify the compensation and benefits from time to time as it deems necessary.

Your performance reviews will occur once a year to include a merit-based compensation increase opportunity. Your next performance review will be as per company policy.

You will be on a probation period for six months from the date of your joining. Thereafter, the probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless your service is confirmed in writing, you will be deemed to be on probation even after expiry of the above-mentioned probation period or the extended period of probation.

Your employment with the Company will be voluntarily entered into and shall be "at will". This means that you will be free to end your employment relationship with the Company at any time, for any reason or for no reason, as you deem appropriate.

This also means that the Company will have a similar right and may end its employment relationship with you at any time, with or without cause, as it deems appropriate. For any such termination of your employment relationship, two (2) months advance notice is required by the

EMTEC TECHNOLOGIES PRIVATE LIMITED
CIN U72200PN2003PTC018703

9B, Downtown – The City Center Building, Near Mhatre Bridge, Erandawane, Pune – 411 004.

Contact: 020 3018 3000, Fax: 020 3018 3150, Email Id: info.india@emtecinc.com

www.emtecinc.com

party initiating the termination. If you choose to terminate the employment relationship, the company may, at its discretion, require you to stay for the entire notice period. The company can terminate your employment without notice for cause, including but not limited to the following causes:

- (a) Any act of fraud or embezzlement, unethical practice by you,
- (b) Any material breach by you of your Confidentiality, Noncompetition and Invention Assignment Agreement with the Company,
- (c) Your conviction of any felony involving an act of dishonesty, deceit or fraud,
- (d) Any act of dishonesty or misconduct (whether in connection with your responsibilities as an employee of the Company or otherwise) that either materially impairs the Company's business, goodwill or reputation or materially compromises your ability to represent the Company,
- (e) Your material failure to perform your lawful duties to the Company.

The “at will” employment relationship between you and the Company also means that your job duties, title, responsibilities, reporting level, compensation and benefits, as well as the Company’s personnel policies and procedures, may be changed with or without notice at any time as the Company deems appropriate. This “at will” nature of your employment shall remain unchanged during your tenure as an employee, and may only be changed by an express written agreement that is signed by you and the Director - Human Capital India.

Your employment is transferable to Company parent, a sister concern of the Company (or its parent), a subsidiary of Company (or its parent), Company Customer, or a Joint Venture formed by the Company, its parent or subsidiary.

This offer is contingent upon:

- Return of the enclosed copy of this letter signed by you;
- Return of the enclosed *Employee Inventions and Proprietary Rights Assignment Agreement* signed by you;
- Your consent to, and results satisfactory to the Company of, reference and background check (consisting of the verification of prior employment, tax ID and education and a criminal background check)
- Your ability to provide to the Company acceptable documentary evidence of your identity and eligibility to work for the Company in India, no later than the first day of your employment with the Company.

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This letter along with the *Employee Inventions and Proprietary Rights Assignment Agreement*, set forth the initial terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to Pranita Joshi, Human Resources Department, Emtec Technologies Pvt. Ltd 9B, Downtown-The City Center, Near Mhatre Bridge, Erandwane, Pune-411004. A duplicate original is enclosed for your records. The offer of employment, if not accepted, will expire in 5 business days. The offer will stand cancelled if you do not join by the start date indicated in the space provided below.

We look forward to welcoming you to Emtec and we believe you will make a critical contribution to the company, in what should be a rich and rewarding experience. We are counting on you to help build Emtec into one of the leading software development companies in the world! If you have any questions, please feel free to contact me at **020-30183000**.

Sincerely,

Sachin Ghaisas
Sachin Ghaisas (May 17, 2021 13:39 GMT+5.5)

Sachin Ghaisas
Managing Partner: Emtec Digital Services and Head of Global Delivery Centers
Emtec Technologies Private Limited

I agree to accept employment with Emtec Technologies Pvt. Ltd. on the terms set forth above in this letter of agreement.

Tushar
Tushar Kishor Atkare (May 17, 2021 15:32 GMT+5.5)

Tushar Atkare

Date

My start date will be no later than _____ ("Start Date")

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