

SERVICE AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This SERVICE AGREEMENT (Hereinafter, the "Agreement") is entered into on this _____(Date),

BY AND BETWEEN

L-Cube Innovative Solutions Private Limited, a private limited company incorporated under the Companies Act, 1956, having its registered office at #**1148, I Block, 6th Avenue, Anna Nagar West, Chennai - 600040** (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

_____ son/daughter/wife of _____ aged ____ years and residing at _____ with Aadhar No_____ (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Service Agreement to define and set forth the terms and conditions of the employment as per the employment agreement;

This agreement fact and reasons were very clearly explained to the employee _____ and he/she wholeheartedly appreciated the logic behind this requirement. After a series of discussions about their need to serve with company for further a minimum period of 2 years, employee _____ agreed wholeheartedly by their own volition for working at least 2 years in Company. Consequent to this amicable understanding, the Employee and the Company have come to a mutually dependent agreement wherein the employee will serve with the Company for at least 2 years.

1. Upon execution of this Agreement, the employee would be posted as the _____ of the Company. This service agreement shall be valid on successful completion of your probation period and in addition the employment agreement laid out with all the other details in relation to the employment conditions.
2. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).
3. It is understood and agreed that the first 180 days (six months) of employment shall constitute a probationary period ("**Probationary Period**") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
4. After the end of the Probationary Period, the Employer may decide to extend the probation or confirm the Employment of the Employee, in its sole discretion.
5. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.
6. The Company agrees to Employ, and the Employee agrees to work with the required professional skills, technical capabilities resources for the Company for a minimum term of 2 years (24 months) including the Probation Period.
7. The Company will continue to assess employee's performance periodically as per its Performance Management System and effect the salary revision as deemed fit during the company's annual pay revision cycle.
8. The Employee, through this agreement, affirms that he will not seek any alternative employment for a minimum period of Two Years from (Joining Date) and shall be partnering the Company's growth plan with diligence and contributions to the best of his abilities as a full- time employee of the Company.
9. That the said Employee shall not, during the period of this agreement, work directly or indirectly or part-time in any trade or business either as employee or employer or partner or advisor or in any other capacity without written approval from the Management.
10. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to 3 month(s).
11. The Employee may terminate his employment at any time after completion of total period of **2 years (24 months)** by providing the Employer with at least 3-month(s) advance notice of his intention to resign.
12. However, till/ before the completion of total period of 2 years (24 months), if the Employee wish to terminate the employment or wish to resign, the Employee is bound to pay **Rs.75,000/- (Rupees Seventy-five thousand Only)** towards the liquidation damage & the breach of employment agreement, failing to do so will invoke legal liability towards the employee. The Employee may terminate on the last

day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.

For purposes of this Agreement, "Cause" means the reasons for which Company can relieve/terminate the employee without any payment during the period of **2 years (24 months)** are Employee's

- a) Non-performance, any act subversive of discipline.
- b) Insubordination or disobedience, theft, fraud, dishonesty
- c) Any act of moral turpitude
- d) Sexual harassment and misconduct
- e) Court conviction
- f) Gross misconduct resulting in material damage to the company
- g) Willful damage or loss of Employer's property
- h) Bribery and habitual lateness or absence
- i) False information about Educational/Professional Qualifications and or suppression of past employment in any company or submission of fraudulent documents relating to age, employment service, salary/annual remuneration packages, and
- j) or any other willful and material breach of this Agreement.

13. That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of Corporate HR/ Admin Head of the Company whose decision shall be final and binding on the parties. The provisions of the Indian Arbitration Act, 1940 or any statutory modification or re-enactment thereof for the time being in force shall be applicable. Chennai courts alone will have exclusive jurisdiction in all matters connected with this agreement.

14. Employee will be automatically enrolled in **National Skill Registry (NSR)**

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

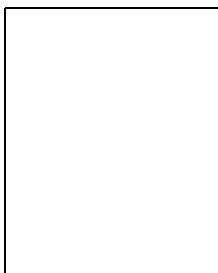
(Employee)

(The Employer)

Name: _____

Designation: _____

Represented By: L-Cube Innovative Solutions Pvt. Ltd.



Employee Photo Duly Cross-Signed

Witness Photo Duly Cross-Signed

Name:

AADHAR #