

Mr/Ms ANANTAPALLI P S B VYSHNAV

17th August 2020

Hiuse no.: 102-7-287,

House name: Sri Sai Durga,

JLB Nagar, Bommuru, RJY-533124

On behalf of **Dazeworks Technologies Private Limited** (the “Company”), I am pleased to confirm our offer of employment to you a **Salesforce Trainee**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a favourable impression with everyone you interacted with and we are excited with the prospect of you joining our organization on **17th August 2020**. Your initial place of posting is **Kochi** and you will be reporting to **Mr Vinay Chaturvedi**. You will have the privilege of working from home subject to your manager's approval. However, depending upon the requirement, the company can transfer you to any other location.

Your training period with us will be governed by the Terms and Conditions as detailed in **Annexure**, as well as any and all rules, regulations, guidelines, policies, procedures and practices of the Company, which may be amended from time to time. During your training period you shall be provided with a stipend of **Rs 10,000 per month** which shall be deposited to your bank account.

We would like you to join the Company on **17th August 2020**. Please note that in case you do not join us by the due date, the offer stands withdrawn. At the time of joining, it is mandatory for you to submit the documents mentioned below:

- Copy of your passport
- Copy of the PAN card
- Copy of Aadhar Card
- Copy of educational certificates
- Three color passport photographs (Self)

This offer letter, together with the Annexures described herein, supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

This offer of training is subject to the satisfactory reference checks and verification of documents. During the reference check, if any information provided by you in Application Form/Interview is found to be incorrect/false, the Company reserves the right to withdraw this offer without further notice.

The formal offer letter will be issued to you after your joining only post submission of all your joining documents. As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at hr@dazeworks.com within three (3) days of receipt of this letter, after which period this offer shall lapse automatically.

AV
E-Signed



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We look forward to you joining our team. If you wish to discuss any details of this offer, please feel free to contact us.

Congratulations & Warm Regards,
For Dazeworks Technologies Pvt. Ltd,

Sivasree Devinarayanan

hr@dazeworks.com

Sivasree Devinarayanan
Chief Of Staff
Date: 3rd August 2020

Enclosed: Annexure A – Compensation & Benefits
Enclosed: Annexure B – Employment Terms & Conditions

Mr/Ms.

Acceptance: ANANTAPALLI P S B VYSHNAV

I, _____, have read and understood the terms and conditions of the employment offer, and do hereby agree and accept the same. I will join the Company on **17th August 2020**

Anantapalli P S B Vyshnav

apsbv01@gmail.com

Please sign acceptance



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Annexure - Employment Terms & Conditions

1. Commencement and Terms of Employment

- a. Your effective date of employment will be **17th August 2020** (“Effective Date”).
- b. You agree that you will at all times faithfully, industriously, and to the best of your skill, ability, experience and talents, perform all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with this Agreement, all company policies, procedures, rules and regulations, both written and oral, as are announced by the Company, from time to time. It is also understood and agreed to by you that your assignment, duties and responsibilities and reporting arrangements may be changed by the Company, in its sole discretion, without causing termination of this Agreement. This Agreement provides a summary of the main terms and conditions of your employment with the Company. Your attention is also drawn to the Company Policies and Procedures manual (collectively referred to as the “Handbook”) which describe in further detail, various other employment practices, such as claiming and payment of business expenses, and policies such as those on Leave & Holidays, Sexual Harassment, Use of Technology and Health and Safety, with which the Company expects you to comply. A copy of the Handbook is available for your use from your manager/ HR Team. The Handbook is reviewed from time to time and any revisions published as amendments.
- c. Probation Period: You shall be on probation for a period of 3 months (‘Initial Probation Period’) from the Effective Date of your employment with the Company. Notwithstanding anything contained herein, during your Initial Probation Period, the Company may terminate your employment with 5 (Five) days’ notice, and with or without stating any reason whatsoever. Notwithstanding anything to the contrary contained herein, the Company may, in its sole discretion, at any time, extend this period of probation for an additional specified period (‘Extended Probation Period’), upon notice to you. Your employment with the Company will be confirmed upon the satisfactory performance and completion of your total Probation Period (whether Initial or Extended), unless otherwise communicated to you by the Company.

2. Terms and Scope of Employment

- a. You will be employed in the position of **Salesforce Trainee**. Your initial duties and responsibilities will be briefed to you in the new employee orientation program or by your manager.
- b. Your principal place of work as on the Effective Date shall be at **Kochi** or at such other place as may be designated by the Company. You may be transferred, at the sole and absolute discretion of the Company, to any place in India or outside India, on terms and conditions not less favourable than those contained in this Agreement. You may be required to travel both inside and outside India on the business of the Company in the due performance of your duties, from time to time. The Company may also depute you to any work or assign you to any client, associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement. You will at all times need to keep your passport valid and current.

3. Compensation

- a. During the training period you will receive Rs.10,000 per month stipend. Upon completion of your training successfully your compensation will be reviewed as per the company policy
- b. Your compensation will be reviewed in future as per the company policy.

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4. Non-Competition Obligations:

a. Commitments & Dealings: You will not enter into any commitments or dealings on behalf of the Company, for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company, or those in authority over you.

b. Singularity of Service: You will not, without our previous written permission of the Company, carry on any business, or enter for any part of your time, in any capacity, the services of, or be employed by, any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of the Company.

c. You agree that, during the term of employment and for a period of 24 months thereafter, you shall not directly or indirectly engage in, be employed by, manage, operate, render services for, carry on, or participate in (whether as owner, partner, consultant, employee, or otherwise, in any capacity whatsoever) any business which is in competition directly or indirectly with the business of the Company, except wherein you have obtained the prior written consent of the Company.

d. You agree that, during the term of your engagement with the Company, and for a period of 24 months thereafter, you shall not directly or indirectly approach, solicit, or endeavour to entice away other employees from the Company, individually or on behalf of any other person, company, or entity. This includes the invitation of any director or employee of Dazeworks Technologies Pvt Ltd to join you or any other person, company, or entity as a partner, co-founder, employee, investor, or otherwise.

e. For a period of 24 months after the cessation of your employment with the Company, you will not solicit from the Company, or perform for any Client/Customer (as that term is defined below), directly or indirectly, in any jurisdiction where the Company does business, any type of services that you performed while employed by the Company.

5. Intellectual Property Rights Ownership:

If during the course of your duties you make any discovery or invention or secret process or improvement in procedure or make any literary or artistic work or computer program relevant to, or capable of use in, the business of the Company then you must disclose all facts and details to the Company as it may require, and such discovery, invention, secret process, or improvement in procedure, literary or artistic work or computer program and all intellectual property rights relating thereto, shall belong to and be the absolute property of, the Company. At the request and expense of the Company, you shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the company). You shall execute all documents and do all things which may, in the opinion of the Company, be necessary or desirable for obtaining patent or other protection for the intellectual property and for vesting the same in the Company, as the Company may direct. You also agree to execute any additional documents, subsequent to your employment with the Company, as may be necessary for the Company to perfect its title in the intellectual property.

AV

Initials :.....E-Signed.....



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6. Data Protection:

You consent to the Company holding and processing, both electronically and manually, the data it collects in relation to you, in the course of your employment, for the purpose of the Company's administration and management of its employees, its business and for compliance with applicable procedures, laws and regulations. You also consent to the transfer, storage and processing by the Company of such data outside India, where the Company may have its offices, and to the sharing of such data with prospective buyers, acquirers and partners of the Company's business. You also agree that you will not be sharing any details personal or professional with anyone inside or outside the firm without prior written consent from the company.

7. Confidentiality of salary information:

a. Your salary package is based on, besides your overall experience level in the industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the industry, may be unrealistic, misleading and invidious.

b. You are required to strictly maintain the secrecy of and ensure that you don't divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company, except Directors/Heads of HR department of the Company.

c. In a similar way, when deputed to work / interact at the client site, you are expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with our clients.

8. Severability:

This Agreement supersedes any prior or subsisting agreement, correspondence or arrangement, including but not limited to any service agreement or contract of employment (oral or otherwise), made between the Company and you in relation to your employment and any such agreement(s) shall be deemed to have been terminated by mutual consent with effect from the Effective Date.

9. Termination of Employment:

a. Notice of termination: Each party agrees to provide the other party with **Three Months** prior written notice for termination of employment or payment of two months' salary in lieu of notice of termination. Notwithstanding the above, in the event that you desire to terminate your employment with the Company, the Company shall have the sole discretion to relieve you only after the completion of a Company assignment, where the same has not yet been completed by you. Provided, however, that the Company may terminate your employment at any time without notice or payment in lieu of notice if such termination arises as the result of your misconduct, negligence and/or breach and/or Global Code of Conduct. Notwithstanding other provisions of this Agreement, the procedures for termination of employment and any associated payment settlement will be subject to management's' sole discretion.

b. In the event of termination, the Company shall not be obliged to make any payment to you save for, the amount of salary and benefits any remuneration (and payment in lieu of any un-availed leave, if applicable) actually accrued (on a pro rata basis) up to and including the date of such termination. The Company shall be entitled to deduct from such payment, any sums owing to the Company from you, which deduction you expressly hereby consent and authorize. Termination of the Agreement (for breach of terms of employment)

would be without prejudice to: (a) The Company's right to claim the actual damages it has suffered through the breach by you of any terms and conditions hereto; and (b) Any other relief to which the Company may be entitled under contract, law or equity.

c. In the event that you are incapacitated by ill health, accident or any other cause from performing your duties under this Agreement for a period of 60 working days or more (whether consecutive or not) in any continuous period of 12 months, the Company may terminate this Agreement by giving you one month's written notice (whether or not you remain incapacitated and unable to perform your duties under this Agreement), provided that you shall receive all benefits lawfully due to you under this Agreement calculated up to the date of termination of employment.

d. Upon the termination or cessation of your employment with the Company for any cause whatsoever, you shall immediately deliver up to the Company or its authorized representative, any property or documents of the Company which may be in your possession, custody or under your control, including, without limitation, mobile phone, laptop, memoranda, correspondence, notes, records, reports, sketches, plans, letter heads, visiting cards or other documents and any copies or reproductions thereof in any medium whatsoever, and all other confidential information, whether or not the property was originally supplied to you by the Company. If so requested, you shall provide to the Company a signed statement confirming that you have fully complied with this Clause.

e. Without prejudice to any other right available under law, the Company reserves the right to make reasonable deductions from your full and final salary payment or any other amount due to you, in the event you fail to return all the property of the Company which is in your possession, or return it in a damaged state, other than due to normal wear and tear.

ANANTAPALLI P S B VYSHNAV

_____, we are pleased that you are interested in Dazeworks and we look forward to working with you. We believe that you will find Dazeworks an exciting and fulfilling place to work.

E-Signed : 08/17/2020 02:38 AM CST
Sivasree
Devinarayanan
hr@dazeworks.com
IP: 202.83.44.25
Sertifi Electronic Signature
DocID: 20200817022107956

E-Signed : 08/17/2020 06:15 AM CST
Anantapalli P S B
Vyshnav
apsbv01@gmail.com
IP: 223.182.14.180
Sertifi Electronic Signature
DocID: 20200817022107956



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Aditya Sundar Raja { IT } <adityasundar.it@anits.edu.in>

Fwd: Consideration for joining the job offer from Dazeworks

317126511062 ANANTAPALLI P S B VYSHNAV <anantapalli.17.it@anits.edu.in>
To: Aditya Sundar Raja { IT } <adityasundar.it@anits.edu.in>

Fri, Feb 5, 2021 at 10:27 PM

----- Forwarded message -----

From: **Asst. Placement Officer** <placements@anits.edu.in>
Date: Wed, 26 Aug 2020 at 8:45 AM
Subject: Fwd: Consideration for joining the job offer from Dazeworks
To: <anantapalli.17.it@anits.edu.in>

----- Forwarded message -----

From: **T V Hanumantha Rao** <proftvhr@anits.edu.in>
Date: Tuesday, August 18, 2020
Subject: Fwd: Consideration for joining the job offer from Dazeworks
To: "Asst. Placement Officer" <placements@anits.edu.in>

We can approve

----- Forwarded message -----

From: **Principal, ANITS** <principal@anits.edu.in>
Date: Sat, Aug 15, 2020 at 5:29 PM
Subject: Fwd: Consideration for joining the job offer from Dazeworks
To: T V Hanumantha Rao <proftvhr@anits.edu.in>
Cc: Administrative Officer Admin <ao_admin@anits.edu.in>



----- Forwarded message -----

From: **317126511062 ANANTAPALLI P S B VYSHNAV** <anantapalli.17.it@anits.edu.in>
Date: Thu, Aug 13, 2020 at 8:04 PM
Subject: Consideration for joining the job offer from Dazeworks
To: HOD IT <hod_it@anits.edu.in>
Cc: Principal ANITS <principal@anits.edu.in>

Respected sir/madam,

I, Anantapalli P S B Vyshnav with registered no. 317126511062 has received a job offer letter from Dazeworks, a platinum partner of Salesforce. I have given an off-campus interview and have been selected for the offered position and I need to join by 17th August 2020. I will be joining as a trainee for 1 year and after that full time will be

offered. I will be able to give my examinations as they have mentioned that they will be providing leave at the time of examination. so, please consider my request and awaiting to hear a considerable reply from you.

Thank you,
A P S B Vyshnav
(317126511062)



Hello Anantapalli Vyshnav,

Congratulations!

We are pleased to inform that our team has found your credentials and attitude impressive. We would like to go ahead with the onboarding process and request you to provide the following documents and details to the recruitment team on or before 12th August 2020.

- A photo ID proof with address (Passport/Drivers)
- A passport size photo.
- Pan card Copy
- Aadhar Card Copy
- Preferable Joining date - 17th August 2020

Upon receiving the above, we will be rolling out the consultant agreement to you. We are confident that you will be a key contributor to the success of our company and hope that you will enjoy your role here to the fullest.

Regards,
HR-Team, Dazeworks

--
Warm Regards
P. Dileep Kumar
Asst. Placement Officer,
Anil Neerukonda Institute of Technology & Sciences (ANITS)
Visakhapatnam.
Mobile : + 91 7330789895 +91 9441123734

Mail ID: placements@anits.edu.in
www.anits.edu.in

17th August 2020

Mr/Ms Bitrapati Harsha Vardhan

Flat-no-005,Ground Floor,

RekhaResidency,Krishna college

road,Maddilapalem,Vizag.

On behalf of **Dazeworks Technologies Private Limited** (the “Company”), I am pleased to confirm our offer of employment to you a **Salesforce Trainee**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a favourable impression with everyone you interacted with and we are excited with the prospect of you joining our organization on **17th August 2020**. Your initial place of posting is **Kochi** and you will be reporting to **Mr Vinay Chaturvedi**. You will have the privilege of working from home subject to your manager's approval. However, depending upon the requirement, the company can transfer you to any other location.

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We would like you to join the Company on **17th August 2020**. Please note that in case you do not join us by the due date, the offer stands withdrawn. At the time of joining, it is mandatory for you to submit the documents mentioned below:

- Copy of your passport
- Copy of the PAN card
- Copy of Aadhar Card
- Copy of educational certificates
- Three color passport photographs (Self)

This offer letter, together with the Annexures described herein, supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

This offer of training is subject to the satisfactory reference checks and verification of documents. During the reference check, if any information provided by you in Application Form/Interview is found to be incorrect/false, the Company reserves the right to withdraw this offer without further notice.

The formal offer letter will be issued to you after your joining only post submission of all your joining documents. As a token of your acceptance of our offer and the terms of employment described herein, please sign in the space provided below indicating your acceptance of our offer and deliver the duplicate copy of the duly signed offer letter to us at hr@dazeworks.com within three (3) days of receipt of this letter, after which period this offer shall lapse automatically.

BHV
E-Signed



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We look forward to you joining our team. If you wish to discuss any details of this offer, please feel free to contact us.

Congratulations & Warm Regards,
For Dazeworks Technologies Pvt. Ltd,

Sivasree Devinarayanan

hr@dazeworks.com

Sivasree Devinarayanan
Chief Of Staff
Date: 3rd August 2020

Enclosed: Annexure A – Compensation & Benefits
Enclosed: Annexure B – Employment Terms & Conditions

Mr/Ms.

Acceptance: BITRAPATI HARSHA VARDHAN

I, _____, have read and understood the terms and conditions of the employment offer, and do hereby agree and accept the same. I will join the Company on **17th August 2020**

B.HARSHA VARDHAN

harshaha76@gmail.com

Please sign acceptance



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Annexure - Employment Terms & Conditions

1. Commencement and Terms of Employment

a. Your effective date of employment will be **17th August 2020** (“Effective Date”).

b. You agree that you will at all times faithfully, industriously, and to the best of your skill, ability, experience and talents, perform all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with this Agreement, all company policies, procedures, rules and regulations, both written and oral, as are announced by the Company, from time to time. It is also understood and agreed to by you that your assignment, duties and responsibilities and reporting arrangements may be changed by the Company, in its sole discretion, without causing termination of this Agreement. This Agreement provides a summary of the main terms and conditions of your employment with the Company. Your attention is also drawn to the Company Policies and Procedures manual (collectively referred to as the “Handbook”) which describe in further detail, various other employment practices, such as claiming and payment of business expenses, and policies such as those on Leave & Holidays, Sexual Harassment, Use of Technology and Health and Safety, with which the Company expects you to comply. A copy of the Handbook is available for your use from your manager/ HR Team. The Handbook is reviewed from time to time and any revisions published as amendments.

c. Probation Period: You shall be on probation for a period of 3 months (“Initial Probation Period”) from the Effective Date of your employment with the Company. Notwithstanding anything contained herein, during your Initial Probation Period, the Company may terminate your employment with 5 (Five) days’ notice, and with or without stating any reason whatsoever. Notwithstanding anything to the contrary contained herein, the Company may, in its sole discretion, at any time, extend this period of probation for an additional specified period (“Extended Probation Period”), upon notice to you. Your employment with the Company will be confirmed upon the satisfactory performance and completion of your total Probation Period (whether Initial or Extended), unless otherwise communicated to you by the Company.

2. Terms and Scope of Employment

a. You will be employed in the position of **Salesforce Trainee**. Your initial duties and responsibilities will be briefed to you in the new employee orientation program or by your manager.

b. Your principal place of work as on the Effective Date shall be at **Kochi** or at such other place as may be designated by the Company. You may be transferred, at the sole and absolute discretion of the Company, to any place in India or outside India, on terms and conditions not less favourable than those contained in this Agreement. You may be required to travel both inside and outside India on the business of the Company in the due performance of your duties, from time to time. The Company may also depute you to any work or assign you to any client, associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement. You will at all times need to keep your passport valid and current.

3. Compensation

- a. During the training period you will receive Rs.10,000 per month stipend. Upon completion of your training successfully your compensation will be reviewed as per the company policy
- b. Your compensation will be reviewed in future as per the company policy.

4. Non-Competition Obligations:

a. Commitments & Dealings: You will not enter into any commitments or dealings on behalf of the Company, for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company, or those in authority over you.

b. Singularity of Service: You will not, without our previous written permission of the Company, carry on any business, or enter for any part of your time, in any capacity, the services of, or be employed by, any other firm, company or person. You will devote your whole time and attention to your duties to promote the interests of the Company.

c. You agree that, during the term of employment and for a period of 24 months thereafter, you shall not directly or indirectly engage in, be employed by, manage, operate, render services for, carry on, or participate in (whether as owner, partner, consultant, employee, or otherwise, in any capacity whatsoever) any business which is in competition directly or indirectly with the business of the Company, except wherein you have obtained the prior written consent of the Company.

d. You agree that, during the term of your engagement with the Company, and for a period of 24 months thereafter, you shall not directly or indirectly approach, solicit, or endeavour to entice away other employees from the Company, individually or on behalf of any other person, company, or entity. This includes the invitation of any director or employee of Dazeworks Technologies Pvt Ltd to join you or any other person, company, or entity as a partner, co-founder, employee, investor, or otherwise.

e. For a period of 24 months after the cessation of your employment with the Company, you will not solicit from the Company, or perform for any Client/Customer (as that term is defined below), directly or indirectly, in any jurisdiction where the Company does business, any type of services that you performed while employed by the Company.

5. Intellectual Property Rights Ownership:

If during the course of your duties you make any discovery or invention or secret process or improvement in procedure or make any literary or artistic work or computer program relevant to, or capable of use in, the business of the Company then you must disclose all facts and details to the Company as it may require, and such discovery, invention, secret process, or improvement in procedure, literary or artistic work or computer program and all intellectual property rights relating thereto, shall belong to and be the absolute property of, the Company. At the request and expense of the Company, you shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the company). You shall execute all documents and do all things which may, in the opinion of the Company, be necessary or desirable for obtaining patent or other protection for the intellectual property and for vesting the same in the Company, as the Company may direct. You also agree to execute any additional documents, subsequent to your employment with the Company, as may be necessary for the Company to perfect its title in the intellectual property.

BJV

Initials :.....E-Signed.....



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6. Data Protection:

You consent to the Company holding and processing, both electronically and manually, the data it collects in relation to you, in the course of your employment, for the purpose of the Company's administration and management of its employees, its business and for compliance with applicable procedures, laws and regulations. You also consent to the transfer, storage and processing by the Company of such data outside India, where the Company may have its offices, and to the sharing of such data with prospective buyers, acquirers and partners of the Company's business. You also agree that you will not be sharing any details personal or professional with anyone inside or outside the firm without prior written consent from the company.

7. Confidentiality of salary information:

a. Your salary package is based on, besides your overall experience level in the industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal to you. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the industry, may be unrealistic, misleading and invidious.

b. You are required to strictly maintain the secrecy of and ensure that you don't divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee of the Company, except Directors/Heads of HR department of the Company.

c. In a similar way, when deputed to work / interact at the client site, you are expected not to discuss or disclose the same to any member of the client staff, in the interest of maintaining and promoting good and ethical functional business relations with our clients.

8. Severability:

This Agreement supersedes any prior or subsisting agreement, correspondence or arrangement, including but not limited to any service agreement or contract of employment (oral or otherwise), made between the Company and you in relation to your employment and any such agreement(s) shall be deemed to have been terminated by mutual consent with effect from the Effective Date.

9. Termination of Employment:

a. Notice of termination: Each party agrees to provide the other party with **Three Months** prior written notice for termination of employment or payment of two months' salary in lieu of notice of termination. Notwithstanding the above, in the event that you desire to terminate your employment with the Company, the Company shall have the sole discretion to relieve you only after the completion of a Company assignment, where the same has not yet been completed by you. Provided, however, that the Company may terminate your employment at any time without notice or payment in lieu of notice if such termination arises as the result of your misconduct, negligence and/or breach and/or Global Code of Conduct. Notwithstanding other provisions of this Agreement, the procedures for termination of employment and any associated payment settlement will be subject to management's' sole discretion.

b. In the event of termination, the Company shall not be obliged to make any payment to you save for, the amount of salary and benefits any remuneration (and payment in lieu of any un-availed leave, if applicable) actually accrued (on a pro rata basis) up to and including the date of such termination. The Company shall be entitled to deduct from such payment, any sums owing to the Company from you, which deduction you expressly hereby consent and authorize. Termination of the Agreement (for breach of terms of employment)

would be without prejudice to: (a) The Company's right to claim the actual damages it has suffered through the breach by you of any terms and conditions hereto; and (b) Any other relief to which the Company may be entitled under contract, law or equity.

c. In the event that you are incapacitated by ill health, accident or any other cause from performing your duties under this Agreement for a period of 60 working days or more (whether consecutive or not) in any continuous period of 12 months, the Company may terminate this Agreement by giving you one month's written notice (whether or not you remain incapacitated and unable to perform your duties under this Agreement), provided that you shall receive all benefits lawfully due to you under this Agreement calculated up to the date of termination of employment.

d. Upon the termination or cessation of your employment with the Company for any cause whatsoever, you shall immediately deliver up to the Company or its authorized representative, any property or documents of the Company which may be in your possession, custody or under your control, including, without limitation, mobile phone, laptop, memoranda, correspondence, notes, records, reports, sketches, plans, letter heads, visiting cards or other documents and any copies or reproductions thereof in any medium whatsoever, and all other confidential information, whether or not the property was originally supplied to you by the Company. If so requested, you shall provide to the Company a signed statement confirming that you have fully complied with this Clause.

e. Without prejudice to any other right available under law, the Company reserves the right to make reasonable deductions from your full and final salary payment or any other amount due to you, in the event you fail to return all the property of the Company which is in your possession, or return it in a damaged state, other than due to normal wear and tear.

BITRAPATI HARSHA VARDHAN

_____, we are pleased that you are interested in Dazeworks and we look forward to working with you. We believe that you will find Dazeworks an exciting and fulfilling place to work.

E-Signed : 08/17/2020 01:42 AM CST
Sivasree
Devinarayanan
hr@dazeworks.com
IP: 202.83.44.25
Sertifi Electronic Signature
Dazeworks Technologies Pvt Ltd, 2432185

E-Signed : 08/17/2020 04:29 AM CST
B.HARSHA VARDHAN
harshaha76@gmail.com
IP: 157.48.179.100
Sertifi Electronic Signature
DocID: 20200817012432185
Agreed and Executed
Name



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PARTNER





Aditya Sundar Raja { IT } <adityasundar.it@anits.edu.in>

Consideration for joining the job offer from Dazeworks.

2 messages

BITRAPATI HARSHA VARDHAN <bitrapati.17.it@anits.edu.in>

Sun, Aug 23, 2020 at 10:55 AM

To: principal@anits.edu.in

Cc: hod_it@anits.edu.in, adityasundar.it@anits.edu.in, "A. Durga Praveen Kumar" <durgapraveenkumar.it@anits.edu.in>, dean.placements@anits.edu.in

Respected sir,

I, Bitrapati Harsha Vardhan with registered no. 317126511120 has received a job offer letter from Dazeworks, a platinum partner of Salesforce. I have given an off-campus interview and have been selected for the offered position and I need to join by 17th August 2020. I will be joining as a trainee for 3 months and after that full time will be offered. I will be able to give my examinations as they have mentioned that they will be providing leave at the time of examination. So, please consider my request and await to hear a considerable reply from you.

Thank you,

B. Harsha Vardhan
(317126511120)**DAZEWORKS Offer Document - Trainee.pdf**

1091K

Head Placements ANITS <dean.placements@anits.edu.in>

Mon, Aug 24, 2020 at 8:30 PM

To: Aditya Sundar Raja { IT } <adityasundar.it@anits.edu.in>

----- Forwarded message -----

From: **T V Hanumantha Rao** <proftvhrao@anits.edu.in>

Date: Monday, August 24, 2020

Subject: Consideration for joining the job offer from Dazeworks.

To: Padmaja <hod_it@anits.edu.in>, Dean Examinations <deanexams@anits.edu.in>, ANITS Placements <dean.placements@anits.edu.in>

He will be permitted.

Dr Rao

----- Forwarded message -----

From: **Head Placements ANITS** <dean.placements@anits.edu.in>

Date: Sun, Aug 23, 2020 at 8:19 PM

Subject: Fwd: Consideration for joining the job offer from Dazeworks.

To: T V Hanumantha Rao <proftvhrao@anits.edu.in>

Warm Regards

P.V.Srinivasa Sarma

Head - Placements

Anil Neerukonda Institute of Technology & Sciences (**ANITS**)

Sangivalasa, Bheemunipatnam

Visakhapatnam-531 162 AP

Mobile : + 91 73307 89891 / 9701082509Mail ID: dean.placements@anits.edu.in

2/5/2021

Anil Neerukonda Institute of Technology & Sciences Mail - Consideration for joining the job offer from Dazeworks.

Direct : +91 8933 225052 Board : +91 8933 225083- 84 Extn: 225
www.anits.edu.in

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P V Srinivasa Sarma
Head - Corporate relations;
Direct Number:+91 8933 225086
+91 73307 89891 ; +91 9701082509 dean.placements@anits.edu.in ;



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DAZEWORKS TECHNOLOGIES PRIVATE LIMITED

Office No,Wing-2,4th Floor,Jyothirmaya IT Building Infopark,Phase
2, SEZ, Kakkanad, Kerala - 682303
Payslip for the month of : Sep-2020



Employee Code : TRDW0099	PF Account Number :
Name : Bitrapati Harsha Vardhan	UAN :
Designation : Trainee	PAN Number : EJGPB3491H
Department : Development	Bank Detail :
Location : Kochi	ESI Number : N/A

Earnings	Amount(Rs)	Deductions	Amount(Rs)
Stipend	10000.00		
Total(Rs.)	10000.00	Total(Rs.)	0
		Net Amount :	10000.00

"This payslip is computer generated, hence no signature is required"