

Date: 28th June 2024

To,

Ms. Ankita Sharirang Salunkhe

Dear Ankita,

This is with reference to your application and the subsequent interviews that we had with you. We are pleased to offer you the position of **STP_Data Processing**.

You have indicated that you are in a position to join us by **09 May 2024**. Failing to do this offer stands withdrawn.

There will be a one-year probationary period during which you will be given objectives to achieve. This employment is project basis. In case of Project completion before the specific date, EnFuse Solutions shall give a notice seven business days to you, and in case of Project extension, advance notification of seven business days shall be given to you.

In case you wish to discontinue, you will be required to serve a notice period of seven days. Unsatisfactory performance at any time during the probation period could lead to the termination of your employment or your probationary period can be extended as deemed necessary.

The gross compensation we shall offer will be Rs. **11,120/-** per month on a cost-to-company basis as agreed mutually.

*Variable payables not applicable. The same has been explained and

accepted by you Shift Schedule:

You will be required to work during the general shift, which will be according to the Deputation Location. Your immediate supervisor or designated management personnel will communicate the specific day shift schedule to you. Please note that the day shift schedule may be subject to periodic adjustments based on operational requirements.

As part of your role, it may be necessary for you to travel to client locations as and when required. The company acknowledges this aspect of the position and is committed to providing a suitable travel allowance to facilitate such trips.

There will be the following deductions:

TDS - 10%

*Refer to the NO PF exemption form shared along with this offer, you are requested to submit the filled.

This offer will be valid subject to successful clearance of your employment and education background verification and reference checks. You are requested to complete the submission of the requisite documents mentioned below on or before your date of joining:

1. Proof of Age Identity (PAN Card)
2. Proof of Address (Aadhar Card)
3. Qualification certificates
4. Work experience letters
5. Last 3 month's salary slips
6. Resignation Acceptance copy / Relieving Letter

You would be required to travel & work from the client site as per process requirements. Your respective location SPOC shall be in touch with you to liaise on the same.

Kindly sign a copy of the letter as confirmation of having understood and accepted the same.

We welcome you to EnFuse Solutions Ltd. And look forward to working closely with you.

For EnFuse Solutions Ltd.

Authorized Signatory
(Mr. Kamran Shaikh)

Employee Confidentiality Agreement

This Agreement is effective when signed by and between EnFuse Solutions Limited (hereinafter referred to as the "Company"), a limited company having its registered office at A-1503, Bonaventure Apt, Ranganath Kesar Road, Behind Honda Showroom, Dahisar (West), Mumbai 400068 and **Ms. Ankita Sharirang Salunkhe** (hereinafter referred to as the "Employee"), **D/O Mr. Sharirang Salunkhe**. Residing at **Patan**. collectively referred to as the "Parties".

The Company has employed **Ms. Ankita Sharirang Salunkhe** from the **Date of Joining** (09-05-2023) and this agreement is intended to protect the confidential information disclosed by the Company in the course of employment to **Ms. Ankita Sharirang Salunkhe**. In consideration of the remuneration paid by the Company, the receipt and adequacy of which is hereby acknowledged, the Employee here agrees as follows:

1. Confidential Information: The Parties agree that information disclosed orally or in writing or made available by the Company ("Company") to another Party ("Employee"), including, but not limited to, information acquired from employees; trade secrets; strategic plans; invention plans and disclosures; customer information; computer programs; software codes; databases; suppliers; software; distribution channels; marketing studies; intellectual property; information relating to process and products, designs, business plans, business opportunities, marketing plans, finances, research, development, know-how or personnel; confidential information originally received from third parties; information relating to any type of technology, and all other material whether written or oral, tangible or intangible, shall be deemed "Confidential Information". In addition, the existence and terms of this Agreement shall also be treated as confidential Information. The parties agree that any confidential information disclosed before the execution of this Agreement during the course of employment was intended to be and shall be subject to the terms and conditions of this Agreement.

2. Restrictions and Exceptions: The Employee agrees to maintain the confidentiality of the Confidential Information and to prevent its unauthorized dissemination or use for two (2) years from the date of last disclosure by the Company.

3. Non-Disclosure: The Employee expressly agrees that he/she shall not use Confidential Information provided by the Company in the development or delivery or for personal gain from providing any products or services for his/her own account or for the account of any third party. The Employee shall protect the Confidential Information by using the same degree of care, but no less than reasonable care, to prevent the unauthorized use, dissemination, or publication of the Confidential Information as the Employee uses to protect its own Confidential Information. The Employee shall limit its internal disclosure of the Confidential Information to only those employees and agents who have a need to know the information for the limited purpose of executing his/her job responsibility.

4. Ownership of confidential information: All confidential Information, and all material items delivered by the Company to the Employee, remain the property of the Company, and no license or other rights in the Confidential Information are granted to the Employee by this Agreement or by the act of disclosure.

5. Return of materials and documents: Upon the written request of the Company, the Employee shall return to it (or, at the request of the Company, erase or destroy) all materials that contain or embody any Confidential Information of the Company, including but not limited to all computer programs, documentation, financial statement, forms, notes, plans, drawings, customer information and copies thereof. Return or destruction of such material shall not relieve the Employee of its obligations of confidentiality. Upon the request of the Company, the Employee will certify that it has complied with the provisions of this paragraph.

6. Non-Circumvention: The Employee agrees to not circumvent the Company and work with business associates, clients, and other third-party vendors introduced by the Company. This non-circumvention provision shall expire at the end of two (2) years from the termination of this Agreement.

7. Non-Solicitation: For a period of two (2) years after the termination of this Agreement, the Employee agrees that he/she will not solicit for work or provide service or advice or assist others with the opportunity to do the same, any Client of any Company.

8. No Tampering: While Employee is employed by the Company and for two years following the termination of Employee's employment with the Company, the Employee shall not (a) request, induce or attempt to influence any supplier of goods or services to the Company to curtail or cancel any business they may transact with the Company; (b) request, induce or attempt to influence any customers of the Company that have done business with or potential customers which have been in contact with the Company to curtail or cancel any business they may transact with the Company; or (c) request, induce or attempt to influence any employee of the Company to terminate his or her employment with the Company.

9. Remedy: The Employee hereby acknowledges that unauthorized disclosure or use of confidential information or a breach of this Agreement is a fraud perpetrated on the Company, which could cause significant and irreparable financial harm. Accordingly, the Employee agrees that the Company shall have the right to seek and obtain injunctive relief from breaches of this Agreement in addition to any money damages in excess of Rs.10 lakh per each instance of breach of agreement, other rights, and remedies it may have from a court of competent jurisdiction.

10. Termination: This Agreement shall survive and remain in effect and expressly terminated in writing and signed by all Parties or until two (2) years from the date of termination of employment between the Company and the Employee.

11. General: This Agreement contains the entire agreement between the parties and supersedes any prior written or oral agreements between them concerning the subject matter contained herein. The provisions of this Agreement may be waived, altered, amended, or repealed, in whole or in part, only upon the written consent of all parties. The waiver of any party of a breach or violation of any provision of this Agreement shall not operate as or be construed to be a waiver of any subsequent breach hereof. This Agreement constitutes the product of negotiations of the parties hereto and any enforcement hereof will be interpreted in a neutral manner and not more strongly against any party based upon the source of the draftsmanship of this Agreement. If any provision of this Agreement shall be held invalid or unenforceable by a court of competent jurisdiction, the remaining provisions hereof shall continue to be fully effective.



The Employee acknowledges that the Company shall or may in reliance of this agreement provide Employee access to trade secrets, customers, and other confidential data and goodwill. Employee agrees to retain said information as confidential and not to use said information on his or her own behalf or disclose the same to any third party.

Date: 28-06-2024

Place: Mumbai

Employee Name: **Ms. Ankita Sharirang Salunkhe**

For EnFuse Solutions Ltd,

Employee Signature:

(Mr. Kamran Shaikh)