

Date: 13<sup>th</sup> September, 2024

Mr. Syed Tazyeen Tarique  
Netaji Subhas Institute of Technology Bihta Patna  
S/o Syed Tarique Ibn Rahman  
House No. 452, Azmat Compound, Prakash Nagar,  
Phulwari Sharif, Patna, Bihar- 801505

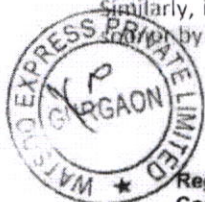
Sub: Offer Letter

Dear Syed Tazyeen Tarique,

Congratulations! We are pleased to offer you a position as **Software Trainee** from **1<sup>st</sup> October 2024** at the Gurgaon office as per the following terms & conditions. Please note that this appointment letter supersedes all earlier letter/s to you and as such the earlier letter/s of appointment issued to you stand cancelled.

**Terms and Condition:**

1. An amount of INR 15,000/ per month will be paid as a stipend for the first 6 months and after the completion of 6 months your performance will be evaluated and your salary will be revised subject to your satisfactory work performance and evaluation month as per the grades set by the management.
2. On your date of joining, you will be required to sign a Service Agreement for 2 years.
3. Separation Clause: In the event of a breach of the service agreement, where a candidate leaves the Company before completing the agreed-upon period of 2 years, a penalty charge of Rs. 2 lakh will be payable to the Company. Failure to comply with this will result in the withholding of all employment-related certificates from Watsoo Express Private Limited, and no future references will be provided to any authority or institution seeking information about your employment. The continuation of your training and subsequent employment will be subject to you meeting the qualifying criteria during and at the end of the training period. Upon successful completion of the training period you will be considered for employment with the Company. For the sake of clarity, the company may at its sole discretion evaluate you for permanent employment.
4. On your Joining day you will be required to submit the cheque of 2 lakh in the favor of Watsoo Express as per the terms & conditions of the service agreement. The same will be returned to you after completion of 2 years in the organization.
5. During the training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated by the Company without any notice or compensation. However, the Company reserves the right to terminate your services at any point in time on disciplinary grounds/poor performance/non-adherence to the Company's rules and regulations, and violation of any other terms of employment, without any notice or compensation.
6. In the event the company decides to hire you on a permanent basis, provided you have successfully completed your training, the notice period for severance will be two months on either side or salary in lieu thereof. However, the discretion to release you earlier than two months would be solely with the management. Notwithstanding anything contrary herein, the notice period stated in this section is subject to any other agreement that the employee has entered into with the company whether in the past, present, or future. Similarly, if the employee has no assignment on his hand and he resigns, then the company may relieve him by providing one - month notice period.



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Whilst the company reserves the right to release you upon your resignation prior to the conclusion of your notice period with or without paying notice pay for the balance notice period, the decision to allow notice pay in lieu of notice is at the sole discretion of the management.

If you decide to leave without completing the due or given notice and handing over formalities as per the requirement of Watsoo Express Private Limited, you will not be eligible to get any certificates that indicate employment with Watsoo Express Private Limited immediately or in the future. No references will be entertained from any authority/institution seeking details of your case.

- a) Notice of resignation and leave of any kind cannot run concurrently.
  - b) Early/Late Reliving of an employee will be at the immediate Manager's discretion.
  - c) Notice cannot be offset by unused leave.
7. In the event you are in breach of any terms & conditions of this letter or any of the applicable terms or policies as may be imposed by the company from time to time. Company may at its sole discretion terminate the training/employment with immediate effect.
  8. You shall maintain proper discipline and dignity of the office and shall deal with all matters with sobriety, utmost discipline, and judiciousness.
  9. Your adherence to the Watsoo Express Private Limited Code of Ethics and Business Conduct is vital to Watsoo Express Private Limited and to your success at Watsoo Express Private Limited. When you sign this letter of employment, you are agreeing to thoroughly familiarize yourself with the Watsoo Express Private Limited Code of Ethics and Business Conduct and you are agreeing to abide by it.  
  
b) Additionally, from time to time, Watsoo Express Private Limited will communicate important information about its policies by way of electronic mail notification and/or the Watsoo Express Private Limited intranet. By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.
  10. You shall follow the daily attendance process laid down in the Company from time to time.
  11. You shall maintain and keep in your safe custody such books, register, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
  12. Due to business needs, if a need arises you may be transferred or expected to travel to any of our offices / projects in India or abroad depending on the business requirement of Watsoo Express Private Limited.
  13. You will adhere to the dress code as laid down by the Company. You will also observe the work timings/holidays as applicable to your place of posting and as amended from time to time.
  14. You will inform the Company of any change in your residential address forthwith.
  15. If you remain absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily abandoned your services and Company will be constrained to take necessary disciplinary action against you as per policy. Your terms of employment and /or any other document.
  16. Your appointment is subject to your submitting copies of mark sheets/certificates in respect of all your educational qualifications at the time of joining. You are required to submit all the mark sheets with respect to your graduation /post-graduation forthwith to the HR Dept. if the same has not been submitted earlier. You should have also been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the mark sheets/proofs in respect of your qualifications and any condonation of delay in submission of the same shall be at the discretion of the Company.
  17. Your appointment and its continuance is subject to your being found and remaining medically (physically & medically) fit. The Company reserves the right to ask you to undergo a medical examination if and when considered.



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18. Your appointment and its continuation is subject to you clearing verification checks at the time of joining and thereafter, which include criminal, previous employment, educational qualifications, reference checks, and all such other checks. Any discrepancy found in the above will result in the immediate termination of your services.
19. If any information furnished by you in your application for training or during the selection process or during your joining or post-joining is found at any time during your employment to be incorrect or false, and / or if you have the option to terminate your services without notice or compensation.
20. **Proprietary Information Agreement** : You will be employed by Watsoo Express Private Limited in a capacity in which you will or may receive confidential information, which is of value to Watsoo Express Private Limited, or its parent, Watsoo Express Private Limited Corporation (here in after, collectively referred to as " Watsoo Express Private Limited ". You therefore agree to abide by the following terms and conditions:
- a) Your employment creates a relationship of confidence and trust between you and Watsoo Express Private Limited with respect to certain information of a confidential, proprietary or trade secret nature. For the purposes of this Agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information".
- b) Proprietary Information includes without limitation : All software developed or licensed by or for Watsoo Express Private Limited or licensed to Watsoo Express Private Limited by a third party, and any documentation or listing pertaining to such software; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audio-visual components (menus, screens, structure or organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation, diagrams, flowcharts, designs, drawings, specification, models, data, bug reports and customer information. Marketing and sales plans, product development plans, competitive analyses, benchmark test results, business and financial plans or forecasts, non-public financial information, agreements, and customer and employee lists of Watsoo Express Private Limited or any information or material not described about which relates to Watsoo Express Private Limited's inventions, technological developments, "know-how", purchasing, accounting, merchandising, or licensing.
- Any information of the type described above which Watsoo Express Private Limited has legal obligation to treat as confidential, or which Watsoo Express Private Limited treats as proprietary or designates as confidential, whether or not owned or developed by Watsoo Express Private Limited. Proprietary information shall not include information known publicly or generally employed in the trade, not shall it include generic knowledge that you would have learned in the course of similar employment elsewhere.
- c) At all times, both during and after your employment with Watsoo Express Private Limited you will hold Proprietary Information in confidence. You will not use, transfer, publish, disclose, or report Proprietary Information directly or indirectly, except such disclosure to other Watsoo Express Private Limited employees or authorized third parties as may be necessary in the ordinary course of performing your duties for Watsoo Express Private Limited or otherwise as directed by Watsoo Express Private Limited.
- d) You agree that you have not brought any proprietary information of a former employer to Watsoo Express Private Limited and that you will not use any proprietary information of a former employer in the performance of your work with Watsoo Express Private Limited unless you have written authorization from your former employer.



  
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- e) You will promptly disclose to Watsoo Express Private Limited all ideas, processes, inventions, modification, and improvements (collectively referred to as "Inventions") relating to any work or business carried on by Watsoo Express Private Limited, conceived by you alone or with others during the term of your employment, whether or not conceived during regular business hours.
- f) All such Inventions shall be the sole and exclusive property of Watsoo Express Private Limited. You also agree to execute without receiving additional compensation: (a) any formal documents necessary to assign any Inventions to Watsoo Express Private Limited; and (b) all documents required to obtain a patent, register a copyright, or enforce Watsoo Express Private Limited's rights in such Inventions. These obligations shall continue beyond the termination of employment with respect to Inventions you conceive or make during the period of your employment.
- g) You will not during your employment with Watsoo Express Private Limited carry on either alone or in partnership or be directly or indirectly employed or concerned in any business undertaking other than that of Watsoo Express Private Limited, except as a shareholder in a public quoted company unless you have obtained the previous written consent of Watsoo Express Private Limited. Further, you will not accept gifts, entertainment or other favors from persons or bodies with which Watsoo Express Private Limited has business dealings unless you have obtained the previous written consent of Watsoo Express Private Limited.
- h) You will not recruit or hire any Watsoo Express Private Limited employee for six months after termination of your employment with Watsoo Express Private Limited without Watsoo Express Private Limited written consent.
- i) In the event that your employment is transferred to any company in Watsoo Express Private Limited Technology Corporation, your new employment will be subject to the terms of this Agreement until you sign another one with the new employing company.
- j) You shall upon termination of your employment with Watsoo Express Private Limited and upon request reaffirm your recognition of the importance of maintaining the confidentiality of Watsoo Express Private Limited's proprietary information and reaffirm all of the obligations set forth in this Agreement.
- k) You shall upon the termination of your employment with Watsoo Express Private Limited return all property belonging to Watsoo Express Private Limited including without limitation all proprietary information, documents, software, discs, diskettes, tapes, and any other form of media, copies of any of the above, microcomputer systems, computer terminals, modems, other hardware, telephones, credit cards, company automobile and any other belonging of Watsoo Express Private Limited not described above.
- l) Watsoo Express Private Limited's proprietary rights and confidential information are amongst the company's most important assets, and as a condition of your employment you are required to sign the company's proprietary information agreement. A breach of security or confidentiality is regarded very seriously and could lead to termination of employment.
21. You agree not to undertake employment, whether full-time or part-time, Temporary or Permanent, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Watsoo Express Private Limited. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



21. In Watsoo Express Private Limited, there are policies that are linked to performance management, career growth and annual compensation review of an employee and these policies will be applicable to you. You will also be governed by the rules and regulations of the Company as applicable to your category of employees. Other complete HR Policies are already shared with you on your first day of joining Watsoo Express Private Limited. All the benefits are as per the Company's policies, which are subject to change from time to time. You also confirm that you would abide all the current policies of the company. We welcome you to the Watsoo Express Private Limited family and wish you a rewarding career over the years to come.

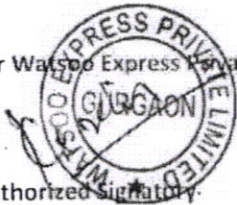
22. The normal Workday is for 9 hours and 30 minutes 9:30 AM to 6:30 PM with 30 minutes break for lunch. Official working days are from Monday to Friday. On a weekly basis minimum 45 working hours are must by the employees. However due to business exigencies employees may be required to work at different timings which may be prescribed by the management time to time. No additional remuneration can be claimed for extended working hours in case of business exigencies.

Please return the duplicate copy of this letter duly signed in token of acceptance of the terms & conditions of employment.

We look forward to your continued contribution and wish you all the best in your future endeavors.

With best regards,

For Watsoo Express Private Limited



Authorized Signatory

Received & Accepted by  
Syed Tazyeen Tarique

  
**Director**  
Netaji Subhas Institute of Technology  
Amhara, Bihta, Patna, Bihar  
PIN-801106

Date: 13<sup>th</sup> September, 2024

Mr. Gopal Kumar  
Netaji Subhas Institute of Technology Bihta Patna  
S/o Vikash Kumar  
Vill bhindaspur post bhindaspur Ps Belaganj  
Belaganj, Gaya Bihar - 804403

**Sub: Offer Letter**

Dear Gopal,

Congratulations! We are pleased to offer you a position as **Software Trainee** from **1<sup>st</sup> October 2024** at the Gurgaon office as per the following terms & conditions. Please note that this appointment letter supersedes all earlier letter/s to you and as such the earlier letter/s of appointment issued to you stand cancelled.

**Terms and Condition:**

1. An amount of INR 15,000/ per month will be paid as a stipend for the first 6 months and after the completion of 6 months your performance will be evaluated and your salary will be revised subject to your satisfactory work performance and evaluation month as per the grades set by the management.
2. On your date of joining, you will be required to sign a Service Agreement for 2 years.
3. Separation Clause: In the event of a breach of the service agreement, where a candidate leaves the Company before completing the agreed-upon period of 2 years, a penalty charge of Rs. 2 lakh will be payable to the Company. Failure to comply with this will result in the withholding of all employment-related certificates from Watsoo Express Private Limited, and no future references will be provided to any authority or institution seeking information about your employment. The continuation of your training and subsequent employment will be subject to you meeting the qualifying criteria during and at the end of the training period. Upon successful completion of the training period you will be considered for employment with the Company. For the sake of clarity, the company may at its sole discretion evaluate you for permanent employment.
4. On your Joining day you will be required to submit the cheque of 2 lakh in the favor of Watsoo Express as per the terms & conditions of the service agreement. The same will be returned to you after completion of 2 years in the organization.
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6. In the event the company decides to hire you on a permanent basis, provided you have successfully completed your training, the notice period for severance will be two months on either side or salary in lieu thereof. However, the discretion to release you earlier than two months would be solely with the management. Notwithstanding anything contrary herein, the notice period stated in this section is subject to any other agreement that the employee has entered into with the company whether in the past, present, or future.

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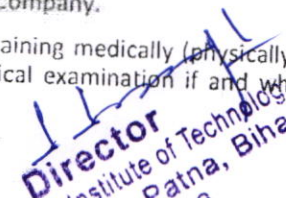
Similarly, if the employee has no assignment on his hand and he resigns, then the company may relieve him sooner by providing one - month notice period.

Whilst the company reserves the right to release you upon your resignation prior to the conclusion of your notice period with or without paying notice pay for the balance notice period, the decision to allow notice pay in lieu of notice is at the sole discretion of the management.

If you decide to leave without completing the due or given notice and handing over formalities as per the requirement of Watsoo Express Private Limited, you will not be eligible to get any certificates that indicate employment with Watsoo Express Private Limited immediately or in the future. No references will be entertained from any authority/institution seeking details of your case.

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  8. You shall maintain proper discipline and dignity of the office and shall deal with all matters with sobriety, utmost discipline, and judiciousness.
  9. Your adherence to the Watsoo Express Private Limited Code of Ethics and Business Conduct is vital to Watsoo Express Private Limited and to your success at Watsoo Express Private Limited. When you sign this letter of employment, you are agreeing to thoroughly familiarize yourself with the Watsoo Express Private Limited Code of Ethics and Business Conduct and you are agreeing to abide by it.
    - b) Additionally, from time to time, Watsoo Express Private Limited will communicate important information about its policies by way of electronic mail notification and/or the Watsoo Express Private Limited intranet. By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.
  10. You shall follow the daily attendance process laid down in the Company from time to time.
  11. You shall maintain and keep in your safe custody such books, register, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
  12. Due to business needs, if a need arises you may be transferred or expected to travel to any of our offices / projects in India or abroad depending on the business requirement of Watsoo Express Private Limited.
  13. You will adhere to the dress code as laid down by the Company. You will also observe the work timings/holidays as applicable to your place of posting and as amended from time to time.
  14. You will inform the Company of any change in your residential address forthwith.
  15. If you remain absent for a continuous period of 3 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily abandoned your services and Company will be constrained to take necessary disciplinary action against you as per policy. Your terms of employment and /or any other document.
  16. Your appointment is subject to your submitting copies of mark sheets/certificates in respect of all your educational qualifications at the time of joining. You are required to submit all the mark sheets with respect to your graduation /post-graduation forthwith to the HR Dept. If the same has not been submitted earlier. You should have also been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the mark sheets/proofs in respect of your qualifications and any condonation of delay in submission of the same shall be at the discretion of the Company.
  17. Your appointment and its continuance is subject to your being found and remaining medically (physically & medically) fit. The Company reserves the right to ask you to undergo a medical examination if and when considered.



  
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18. Your appointment and its continuation is subject to you clearing verification checks at the time of joining and thereafter, which include criminal, previous employment, educational qualifications, reference checks, and all such other checks. Any discrepancy found in the above will result in the immediate termination of your services.
19. If any information furnished by you in your application for training or during the selection process or during your joining or post-joining is found at any time during your employment to be incorrect or false, and / or if you have the option to terminate your services without notice or compensation.
20. **Proprietary Information Agreement** : You will be employed by Watsoo Express Private Limited in a capacity in which you will or may receive confidential information, which is of value to Watsoo Express Private Limited, or its parent, Watsoo Express Private Limited Corporation (here in after, collectively referred to as " Watsoo Express Private Limited ". You therefore agree to abide by the following terms and conditions:
- a) Your employment creates a relationship of confidence and trust between you and Watsoo Express Private Limited with respect to certain information of a confidential, proprietary or trade secret nature. For the purposes of this Agreement, all such confidential, proprietary or trade secret information will be referred to as "Proprietary Information".
- b) Proprietary Information includes without limitation : All software developed or licensed by or for Watsoo Express Private Limited or licensed to Watsoo Express Private Limited by a third party, and any documentation or listing pertaining to such software; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audio-visual components (menus, screens, structure or organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation, diagrams, flowcharts, designs, drawings, specification, models, data, bug reports and customer information. Marketing and sales plans, product development plans, competitive analyses, benchmark test results, business and financial plans or forecasts, non-public financial information, agreements, and customer and employee lists of Watsoo Express Private Limited or any information or material not described about which relates to Watsoo Express Private Limited's inventions, technological developments, "know-how", purchasing, accounting, merchandising, or licensing.

Any information of the type described above which Watsoo Express Private Limited has legal obligation to treat as confidential, or which Watsoo Express Private Limited treats as proprietary or designates as confidential, whether or not owned or developed by Watsoo Express Private Limited.

Proprietary information shall not include information known publicly or generally employed in the trade, not shall it include generic knowledge that you would have learned in the course of similar employment elsewhere.

c) At all times, both during and after your employment with Watsoo Express Private Limited you will hold Proprietary Information in confidence. You will not use, transfer, publish, disclose, or report Proprietary Information directly or indirectly, except such disclosure to other Watsoo Express Private Limited employees or authorized third parties as may be necessary in the ordinary course of performing your duties for Watsoo Express Private Limited or otherwise as directed by Watsoo Express Private Limited.

d) You agree that you have not brought any proprietary information of a former employer to Watsoo Express Private Limited and that you will not use any proprietary information of a former employer in the performance of your work with Watsoo Express Private Limited unless you have written authorization from your former employer.

e) You will promptly disclose to Watsoo Express Private Limited all ideas, processes, inventions, modifications, and improvements (collectively referred to as "Inventions") relating to any work or business carried on by Watsoo Express Private Limited, conceived by you alone or with others during the term of your employment, or not conceived during regular business hours.





f) All such Inventions shall be the sole and exclusive property of Watsoo Express Private Limited. You also agree to execute without receiving additional compensation: (a) any formal documents necessary to assign any Inventions to Watsoo Express Private Limited; and (b) all documents required to obtain a patent, register a copyright, or enforce Watsoo Express Private Limited's rights in such Inventions. These obligations shall continue beyond the termination of employment with respect to Inventions you conceive or make during the period of your employment.

g) You will not during your employment with Watsoo Express Private Limited carry on either alone or in partnership or be directly or indirectly employed or concerned in any business undertaking other than that of Watsoo Express Private Limited, except as a shareholder in a public quoted company unless you have obtained the previous written consent of Watsoo Express Private Limited. Further, you will not accept gifts, entertainment or other favors from persons or bodies with which Watsoo Express Private Limited has business dealings unless you have obtained the previous written consent of Watsoo Express Private Limited.

h) You will not recruit or hire any Watsoo Express Private Limited employee for six months after termination of your employment with Watsoo Express Private Limited without Watsoo Express Private Limited written consent.

i) In the event that your employment is transferred to any company in Watsoo Express Private Limited Technology Corporation, your new employment will be subject to the terms of this Agreement until you sign another one with the new employing company.

j) You shall upon termination of your employment with Watsoo Express Private Limited and upon request reaffirm your recognition of the importance of maintaining the confidentiality of Watsoo Express Private Limited's proprietary information and reaffirm all of the obligations set forth in this Agreement.

k) You shall upon the termination of your employment with Watsoo Express Private Limited return all property belonging to Watsoo Express Private Limited including without limitation all proprietary information, documents, software, discs, diskettes, tapes, and any other form of media, copies of any of the above, microcomputer systems, computer terminals, modems, other hardware, telephones, credit cards, company automobile and any other belonging of Watsoo Express Private Limited not described above.

l) Watsoo Express Private Limited's proprietary rights and confidential information are amongst the company's most important assets, and as a condition of your employment you are required to sign the company's proprietary information agreement. A breach of security or confidentiality is regarded very seriously and could lead to termination of employment.

20. You agree not to undertake employment, whether full-time or part-time, Temporary or Permanent, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Watsoo Express Private Limited. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

21. In Watsoo Express Private Limited, there are policies that are linked to performance management, career growth and annual compensation review of an employee and these policies will be applicable to you. You will also be governed by the rules and regulations of the Company as applicable to your category of employees. Other complete HR Policies are already shared with you on your first day of joining Watsoo Express Private Limited. All the benefits are as per the Company's policies, which are subject to change from time to time. You also confirm that you would abide all the current policies of the company. We welcome you to the Watsoo Express Private Limited family and wish you a rewarding career over the years to come.



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Please return the duplicate copy of this letter duly signed in token of acceptance of the terms & conditions of employment.

We look forward to your continued contribution and wish you all the best in your future endeavors.

With best regards,

For Watsoo Express Private Limited



Authorized Signatory\*

Received & Accepted by  
Gopal Kumar

  
**Director**  
Netaji Subhas Institute of Technology  
Amhara, Bihta, Patna, Bihar  
PIN-801106