



YourDOST

Dear Risha,

We are pleased to offer you the position of a Behavioral Trainer with YourDOST. This would be a contractual position starting from 5th September 2022 and ending on 5th September 2023.

Depending on the requirement and your performance, the contract is eligible for further extension at the end of the above mentioned period.

During this period you would be entitled to a remuneration of Rs 15,000/- per month. Any leaves which do not coincide with the holiday list applicable to you, as mentioned below, will be deducted on a pro-rata basis.

Outline of the engagement is as below:

1.1 Scope of the Project:

Provide Behavioral, Social and Academic counseling to special needs school children on an individual level (KG - 3rd standard)

1.2 Service Requirement by the Consultant:

- You are required to work for 5 days a week from 8:30 AM to 3:00 PM. This may change based on the project's requirement.
- You must be present with the child during school (and home in case home consultation is required) on all working days (as per the schedule of the child).
- You are required to generate monthly report of the child's progress (the format shall be shared with you).
- As a practice, please report and take counselling guidance from the primary supervisor on a regular basis.

1.3 Leave Policy:

YourDOST Health Solutions Pvt Ltd

CIN :U85100MP2015PTC034410

Contact us- customersupport@yourdost.com Website: www.yourdost.com

Corporate Office: No., 99, 4th B Cross Road, 5th Block, Koramangala, Bengaluru, Karnataka - 560095

Registered Office: 18-A, Chhatrapati Shivaji Colony, Chunabhatti, Kolar Road, Bhopal, Madhya Pradesh - 462016



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- You are entitled to all the leaves as per the schedule of the child (school vacations/ sick leaves etc taken by the kid) with the prior permission of the parents/ supervisor.
- For availing leave on any other day, you are required to give at least 24 hours notice to the program manager (as detailed in your onboarding mail) in the event of your absence from work.
- In the event of leave for more than 3 days, you must provide 15 (Fifteen) Days prior notice for the same.

1.4 Separation/ Termination:

This agreement may be terminated/ cancelled by the Company without notice to the Behavioral Trainer in the event of:

A. The behaviour trainer:

- (a) engages in misconduct;
- (b) commits a serious or persistent breach or non-observance of any conditions stipulated by the Company for provision of the Services;
- (c) is convicted of an indictable offence;
- (d) knowingly or repeatedly fails to perform the Services;
- (e) acts with gross or repeated incompetence or negligence to the material detriment of the Company or its affairs;
- (f) performs poorly - not reporting on time of the progress of the child, not being in-time for the school, etc
- (g) Unavailability of a project

B. The termination of the contract by the parent for any reason

In the event the company terminates/ cancels this agreement for any of the above reasons in clause 1.4A or 1.4B , the company shall have no further liability to the counselor, except to pay counselor a pro-rata fee for the work done by them till such date of termination/cancellation.

1.5. Either party may terminate this agreement for any reason or no reason by providing an advanced written notice ("**Notice**") to the other party. Such Notice shall be for a period of 30

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(Thirty) days.

To indicate your acceptance of the offer, please sign and date this letter in the space provided below and return to me.

We look forward to working with you.

FOR YOURDOST Health Solutions Pvt. Ltd.

DIRECTOR

For & On Behalf of YOURDOST Health Solutions Private Limited

I accept this offer of contract on the terms and conditions described herein and in any enclosed attachments.

Name

Signature

Address

Phone

YourDOST Health Solutions Pvt Ltd

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WUBBA LUBBA DUB DUB

Wubba Lubba Dub Dub Pvt. Ltd.
61, Krishna Rajendra Rd, Gandhi Bazaar, Basavanagudi, Bengaluru, Karnataka-560004

Ph: +91 9060066666

Mail: connect@wldd.in

CONFIDENTIAL

DATE OF ISSUE: 14th October 2022

OFFER LETTER

Dear Varnika,

Welcome to the Wubba Lubba Dub Dub Family!

We are happy that you have decided to join us in our Mission of an exciting phase of expansion and development, and we believe that with your knowledge and skills you will be able to make a significant contribution and impactful change resulting into the success of the company.

We are pleased to offer you the position of **Executive Content Creator** in **Wubba Lubba Dub Dub Private Limited** ("the Company") to be based at **Bangalore** on the following Terms and Conditions:

1. Joining date and formalities:

Your joining date will be **November 1, 2022** and will be contingent on your current employment arrangement. Please ensure that you report for work on the date indicated. This offer is subject to background verification along with verification of original certificates of educational qualifications and other documents submitted by you.

Please know that we would like to hear from you regarding your decision as soon as possible. Please indicate your acceptance of our employment offer by signing a copy of this letter and send a scanned copy at the following address:

hr@wldd.in

The elements of this offer are personal and specific to you, and accordingly, we do not consider them appropriate to be shared with colleagues or the general public. All details conveyed in this offer are based on our understanding of your expected completion of degree program, and availability and likely start timing. We describe benefits and conditions currently in force as of today and expected to be ongoing at the time you join.

2. REMUNERATION:

Your annual CTC is Rs. 408,000/- (INR Four lakh eight thousand only). The salary comprises of a Basic Pay, Fixed Allowances and Other benefits. The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund
- (b) Employee State Insurance
- (c) Income tax deducted at source at the rates applicable;
- (d) Employment Professional Taxes;
- (e) Or any other applicable statutory deductions.

The Income Tax Liability with regards your salary and perks will be your liability and will be governed by the tax laws of the country as applicable from time to time.

The Company is entitled to deduct from any payment due to you on termination of employment or during your employment, any monies due from you to the Company. Such sums include, without limitation, repayment of any loans or advances, repayment of any overpaid holiday pay, salary or benefits and the cost of any damage to or failure to return the Company's property. The Company will operate this clause in a fair and reasonable manner.

Unauthorized spending, damaging company property and losing company property will be liable to deduction from the salary.

All employees are paid between 1st to 5th of subsequent month.

3. PROVIDENT FUND:

When you begin employment with WLDD, you will be enrolled in Provident Fund account. The primary objective of this program is to provide long-term financial security for WLDD's employees, while reducing current tax exposure. Personal contributions to the account of up to 12% of basic salary will be deducted from your gross salary; the Company also makes matching contributions to your account.

4. ANNUAL LEAVE, HOLIDAY & SICK LEAVE:

We offer 18 days of all-purposes leave (APL) per year, inclusive of casual and sick leave. We also provide you with one Birthday Leave on your Birthday and one Wellness Leave. In your first year with the Company you will receive a pro-rata proportion of your annual leaves.

5. HEALTH INSURANCE:

We offer a group insurance plan to cover hospitalization expenses for employees. Further details about all of these benefits will be provided upon joining the Company.

6. RETIREMENT AGE:

The age of Superannuating of an employee from Company Service is 58 years.

7. PROBATION:

On joining the Company, you shall be on probation for three(3) months. During this period, your employment may be terminated on giving fifteen(15) days of notice. You are also at liberty to resign from the services of the Company by giving fifteen(15) days of notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation.

You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 days from the date of joining the company, you will not be entitled to receive any salary due until your previous date of working or an experience letter from the Company.

8. TERMINATION:

During your employment with us, you are required to provide the Company with not less than 60 days (2 Months) written notice to terminate the employment, or by payment of two month's salary in lieu of such notice.

The Company may relieve you from the services before the notice period or without any notice, or the Company reserves the right to require you not to attend work or attend work or undertake any duties in relation to your employment during the notice period.

You are not entitled to take any leave during notice period. In case you are granted leave during notice period then your notice period will be extended accordingly or salary will be deducted in lieu thereof.

If termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of the Company shall not exceed one-month salary.

9. RETURN OF COMPANY PROPERTY:

When your employment is terminated or at any other time if you are requested to do so, you must return to the Company all property and data belonging to or relating to the Company, any Associated Company or its or their business.

10. EQUIPMENT USAGE & SAFETY POLICY:

You are required to keep your place of work in a safe condition. You must inform the HR and Admin team immediately of any accident or if you believe your workstation or any equipment supplied by the Company is unsafe. Misuse of equipment and facilities will result in disciplinary action. In case of misuse or loss of company assets resulting in monetary loss, the same shall be recovered or deducted from the salary due to you.

11. DISCIPLINARY & GRIEVANCE PROCEDURES:

You will be subject to the Company's Disciplinary and Capability Rules and Grievance Procedures. If you have any grievance relating to your employment, you should refer the matter to your immediate senior or HR in the first instance.

12. NON-COMPETE:

During your employment with us, you shall be working with the company on a full time basis and shall not engage in any competitive business or competitive assignments and not undertake any business, job or work from any of our clients or customers or outsiders. You agree not to engage with any of our clients or customers in any manner including employment after the termination of your services from the Company. The non compete provisions will be applicable for six months from the date of your termination.

13. NON-SOLICITATION:

During the term of your employment and for a period of six (6) month immediately after the termination of your contract, you agree not to solicit/poach any employee or independent contractor of the Company on behalf of any other company or any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

14. EMPLOYMENT & CONFIDENTIALITY AGREEMENT:

You shall promptly disclose and deliver to the Company full details, including drawings and models, of any inventions, discoveries or improvements which are originated, conceived, written or made by you at any time during your employment and which relate or could relate, directly or indirectly, to the Company's Business.

You shall promptly disclose to the Company any copyright works or designs originated, conceived, written or made by you during your employment, which relate, or could relate to the Company's business.

You irrevocably and unconditionally waive in favor of the Company all moral rights conferred on you now or in future in force in any part of the world for any work the rights in which are vested in the Company.

You will not use any third-party data or materials that are not validly licensed by the Company unless authorized by your manager. You will not violate the Intellectual Property Rights of any third party during your employment. If the Company is held liable for any violation by you, you will indemnify the Company against any losses, liabilities, litigation and expenses.

You are required to maintain the highest order of discipline and secrecy with regards to the work of the Company and/or its subsidiaries or Associate Companies and in case of any breach of discipline/trust, your services may be terminated by the Company with immediate effect and legal actions will be taken.

All your activities will be monitored and if found sharing any confidential or company data to anyone else apart from our clients even to your personal mail id will lead to strict actions under the breach of confidentiality policy. Breach of confidentiality will lead to Termination and you will have to pay 6 months of salary & charges of lawsuit filed against the Company by the client. In case you fail to pay within 10 days from the date of notification the Company will take legal actions against you.

15. INTELLECTUAL PROPERTY RIGHTS:

All the Intellectual Property Rights in the material developed by you, class material and related documents shall at all times remain the property of WLDD. You shall provide all assistance and execute all deeds and documents required to vest the Intellectual Property Rights with WLDD. In the event any of the Intellectual Property Rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty free right in such Intellectual Property in perpetuity to WLDD. You shall not assert any right title and interest over such Intellectual Property Rights

16. INDEMNITY:

You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- Any act or omission by you
- Contravention of any of the terms, conditions, covenants of this letter of the Non Disclosure and Confidential Information Agreement
- Any representation or warranty or information furnished to the Company found to be false
- Violation/mom compliance with any laws/rules/regulations while rendering the services
- Failure to adhere to t he standards/specifications/policies of the Company.

17. GENERAL PROVISIONS:

- 17.1. As an employee in the full time employment of the Company, you are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself.
- 17.2. During your employment, you must devote your full time and attention to your duties of employment failing to which your employment will be terminated. Therefore, you may not (without the prior written consent of the Company or Board, which shall not be unreasonably withheld) directly or indirectly:
- Engage in, or
 - Be concerned with, or
 - Provide services to, (whether as an employee, officer, director, agent, partner, consultant or otherwise except to work for us or with us as Freelancer), or
 - Have any financial or other interest in, or
 - Accept any other engagement or appointment in
 - Any other business activity (whether or not competitive with the business of the Company or any Group Company) or other non-business activity, or public office.
- 17.3. You are required to sign a Non Disclosure and Confidential information Agreement with the Company, prior to joining the services of the Company. Your employment to the Company shall be contingent upon you executing the said agreement.
- 17.4. You shall endeavour to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility held by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- 17.5. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and profession merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

- 17.6. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself to be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your employment or of any of the stipulations herein contained, the company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- 17.7. You will keep the company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- 17.8. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- 17.9. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- 17.10. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.
- 17.11. The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between your self and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

Varnika Bajaj

Varnika

Signature

Wubba Lubba Dub Dub Pvt Ltd

**JAIDEV
KASHINATH
KESTI**

Authorized Signatory

Digitally signed by
JAIDEV KASHINATH KESTI
Date: 2022.10.14 18:41:19
+05'30'

NON DISCLOSURE AND CONFIDENTIAL INFORMATION AGREEMENT

THIS AGREEMENT is made and entered on **1st November 2022** ("Effective Date"), by and between **Wubba Lubba Dub Dub Private Limited**, ("**the Disclosing Party**") and **Varnika Bajaj** ("**the Recipient**") (collectively, "**the Parties**").

The Parties hereby agree as follows:

1. For purposes of this Agreement, "**Confidential Information**" shall mean any and all non-public information, including, without limitation, technical, developmental, marketing, sales, operating, performance, cost, know-how, business plans, business methods, and process information, disclosed to the Recipient. For convenience, the Disclosing Party may, but is not required to, mark written Confidential Information with the legend "Confidential" or an equivalent designation.
2. All Confidential Information disclosed to the Recipient will be used solely for the Company's Business Purpose and for no other purpose whatsoever. The Recipient agrees to keep the Disclosing Party's Confidential Information confidential and to protect the confidentiality of such Confidential Information with the same highest degree of care that the receiving party will reflect for its own data.
3. Recipient will not disclose Confidential Information to peers/employees, third parties like agents, consultants and contractors etc. Recipient will not make any copies of Disclosing Party's Confidential Information except as needed for the Company's Business Purpose. At the request of the Disclosing Party, Recipient shall return to the Disclosing Party all Confidential Information of the Disclosing Party (including any copies thereof) and certify the destruction thereof.
4. All the unauthorized spends on Adwords, Media planning/buying, printing, images, fonts, voiceover, music, videos, photography etc. by the recipient will be recovered from his/her salary.
5. All rights, titles and interests in and to the Confidential Information shall remain with the Disclosing Party. Nothing in this Agreement is intended to grant any rights to Recipient under any patents, copyrights, trademarks, or trade secrets of the Disclosing Party. ALL CONFIDENTIAL INFORMATION IS PROVIDED "AS IS". THE DISCLOSING PARTY MAKES NO WARRANTIES, EXPRESS, IMPLIED OR OTHERWISE, REGARDING NON-INFRINGEMENT OF THIRD PARTY RIGHTS OR ITS ACCURACY, COMPLETENESS OR PERFORMANCE.
6. The obligations and limitations set forth herein regarding Confidential Information shall not apply to information which is: (a) at any time in the public domain, other than by a breach on the part of the Recipient; or (b) at any time rightfully received from a third party which had the right to and transmits it to the Recipient without any obligation of confidentiality.

7. In the event that the Recipient shall breach this Agreement, or in the event that a breach appears to be imminent, the Disclosing Party shall be entitled to recover the loss from the recipient's 6 months gross salary & charges of lawsuit filed against the Company by the client.
8. The validity, construction and enforceability of this Agreement shall be governed in all respects by the law of India and Bangalore Jurisdiction. This Agreement may not be amended except in writing signed by a duly authorized representative of the disclosing party. IN WITNESS WHEREOF, the Parties have executed this Agreement as of the date first above written.

Varnika

Name: Varnika Bajaj

Place: Bangalore

JAIDEV

KASHINATH

KESTI

Digitally signed by
JAIDEV KASHINATH

KESTI

Date: 2022.10.14

18:42:06 +05'30'

Wubba Lubba Dub Dub Pvt Ltd

Place: Bangalore

Checklist

Please furnish the following documents as a part of joining formalities:

- 1.** Relieving letter, latest salary certificate/salary slip, and experience letter from the immediate/previous employer.

- 2.** Email id and Contact number of the previous employer.

- 3.** Two passport-size photographs.

- 4.** Copies of certificates of Educational Qualification.

- 5.** Certificate showing proof of age (Birth Certificate or School Leaving Certificate)

- 6.** Copy of ID & Address Proof - Passport/Driving License/Aadhaar Card.

- 7.** Copy of Medical Insurance (if applicable)

- 8.** Copy of PAN Number.

Date: 16-09-2022

Reference: NMSPL/TS/HYD/09/2022/SBD/379

Ranjaboti Gosh

65, Maharaja Tagore Road, Dhakuria, Dhakuria S.O, Dhakuria, Kolkata, West Bengal, 700031.

Dear Ranja,

On behalf of **Nspira Management Services Pvt. Ltd. (the 'Company')**, we are pleased to offer you the position of **Development Coach** with the **Company**. You will be on the rolls of **Nspira Management Services Pvt. Ltd.** based out of **Bangalore**.

Following are the terms and conditions:

1. Your annual CTC (Cost to Company) will be Rs. **3,24,000/-PA** in Words-Rupees **Three Lakh Twenty Four Thousand Only Per Annum**.
2. You shall be on probation for a period of six (6) months (the 'Probation Period') from your actual date of joining
3. We provide leaves and other benefits basis on your eligibility and policies
4. We offer group medical coverage to those employees who are above ESIC slab on a co-pay basis. Employee's contribution will be deducted on pro-rata basis from the first month salary
5. You will receive your appointment letter on your joining day
6. This offer is made to you on a good faith based on the information provided by you. This offer as well as the appointment is subject to verification of your credentials. In case any of your professional or personal credentials is found to be negative or not in line with the details provided by you, your employment with the Company will become null and void.
7. You are required to join Nspira Management Services Pvt. Ltd., **Bangalore** on **01-11-2022** at 9:30am along with following original and true copies documents:
 - a) Aadhaar & PAN card true copy
 - b) Education certificates (10th/Inter/Graduation/Post Graduation)
 - c) Appointment & salary revision, Experience & relieving letters of the current organization (if applicable)
 - d) Three months' pay slips/bank statement (if applicable)
 - e) Latest passport size photograph soft copy and 2 photographs
 - f) Cancelled cheque/bank passbook scanned copy

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company within 2 working days failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

We congratulate you and wish you a long and mutually rewarding career with us.

For Nspira Management Services Pvt. Ltd.



M Laveen Babu

Head-Talent Acquisition

I agree & accept employment on the terms and conditions mentioned above and I will be joining on _____.

Candidate's Full Name

Candidate's Signature

Date

INTERNSHIP AGREEMENT

(Private & Confidential)

Dear Mrudula Gujjaru,

We are pleased to offer you a position as an intern at Vedantu Innovations Private Limited (**Vedantu**) on the terms set out in this agreement (**Agreement**).

1. Internship

- 1.1 The content of your internship program will be determined by an assigned member from [Human Resources], who will also be your main point of contact for further guidance during your internship program. The purpose of this internship program is to provide you with relevant guidance and to equip you with experience that will be helpful in your future career. In furtherance of this, you may be asked to execute various assignments/tasks from time to time during the course of your internship. You should use your best efforts in performing and delivering the tasks. During the tenure of your internship, you should work closely with your mentor, [insert name and designation] who will guide you and review your assignment to ensure that the internship is an enriching experience for you.
- 1.2 During your internship with Vedantu, you may be required to be present on the physical premises of Vedantu and you are expected to comply with all applicable rules and regulations of Vedantu as enforced from time to time in respect of the matters not covered by this Agreement. Vedantu's decision on all such matters will be final and binding on you.
- 1.3 It is clarified that you are not an "employee" or a "workman" for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Vedantu upon completion of your internship.

2. Location

- 2.1 You will be required to work remotely for Vedantu's offices based out of Bangalore.

- 2.2 In the event you are required to travel for Vedantu's work, Vedantu will reimburse you for internship-related expenses in accordance with and subject to its travel and expense reimbursement policy, as amended from time to time. Vedantu will only reimburse pre-approved expenses which are supported with evidence of the expense (e.g. original receipts). Please refer to Vedantu's travel and expense reimbursement policy. Vedantu may, subject to any relevant legal requirements, deduct from your stipend any amounts that you owe to Vedantu.

3. Stipend and Certificate

- 3.1 You will be paid a stipend of INR 20,000 per month , payable once a month/ on completion of the internship program, subject to applicable deductions . You will however not be entitled to any other allowances or benefits given to the regular employees of Vedantu.
- 3.2 On your successful completion of the internship program, you will be provided an internship certificate by Vedantu.

4. Term of the Internship

Your internship program shall be for a maximum term of 3 months, starting on 03-11-2022 up until 02-02-2023.

5. Working Hours and Leave

- 5.1 For us to be able to effectively equip you with the skills you would require in your future professional career, you would be required to be available for 9 hours each day during the course of your internship.
- 5.2 During the course of your internship, in case you require to take leave for any personal emergencies, you would be required to take approval from your mentor prior to taking such leave.

6. Termination

- 6.1 During your internship program, either party may terminate this Agreement by giving 30 days notice in

writing.

6.2 Vedantu shall be entitled to terminate this Agreement with immediate effect (but without prejudice to the rights and remedies of Vedantu for any breach of this Agreement and to your continuing obligations under this Agreement) if you are guilty of dishonesty or serious or persistent misconduct, or without reasonable cause neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or fail to observe Vedantu's disciplinary rules or any other applicable regulations of Vedantu.

7. Limited Authority

You will not enter into any commitments or dealings on behalf of Vedantu or be a party to any alteration of any principle or policy of Vedantu or exceed the authority or direction vested in you without the previous sanction of Vedantu or those in authority over you. Any violation of this may lead to termination of your internship program with immediate effect.

8. Declaration of interest

Without prejudice to the provisions of Clause 10 of this Agreement (Non-competition), you will notify Vedantu in writing of all business interests that you have directly or indirectly related to the business or activities of Vedantu.

9. Confidentiality/Intellectual Property

9.1 You shall keep confidential all the information and material provided to you by Vedantu or by its clients concerning their affairs or any information that comes to your knowledge during the course of the internship program, except as required to perform tasks during the course of your internship. Your obligation to keep such information confidential shall remain valid even on the termination or cancellation of your internship.

9.2 You shall also keep your internship terms and conditions strictly confidential. Any disclosure will constitute a breach of this Agreement and may result in termination of this Agreement.

9.3 You may be required to be involved in developing material for both in-house usage as well as for other purposes based on Vedantu's requirements. Any material or intellectual property so developed shall be

the exclusive property of Vedantu and you shall not use the same in any personal capacity, during the term of the internship program or at any point in time thereafter. You agree to assist and cooperate with Vedantu in perfecting Vedantu's rights in all such materials and intellectual property.

- 9.4 You shall also disclose to Vedantu any discovery, invention, process or improvement made or discovered by you while with Vedantu and such discovery, invention, process or improvement shall belong absolutely to and be the sole property of Vedantu.

10. Non-competition

You acknowledge that during the course of your internship with Vedantu, you may become familiar with Vedantu's trade secrets and the other confidential information concerning Vedantu, its associates, related companies and that your work may be of a special, unique and extraordinary value to Vedantu. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with the Vedantu. For the purpose of this Agreement, the "business of Vedantu" shall refer to Vedantu and its subsidiaries, including without limitation Vedantu.

11. Return of Vedantu Property

- 11.1 You will be responsible for the safe return of all the properties of Vedantu including any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to Vedantu or any reproduction thereof which may have been provided to you during the course of your internship with Vedantu or which may be in your use, custody, care or charge. For the loss of any property of Vedantu in your possession, Vedantu will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- 11.2 On expiry or earlier termination of this Agreement, you shall immediately hand over all papers, documents and other property of the Vedantu as may be in your possession, custody, control or power, including but not limited to any phones, computers, vehicles, etc. provided by Vedantu.

12. Data Privacy

As a part of your background check, as well as during the course of your internship with Vedantu,

Vedantu may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information as it may deem necessary, from time to time, as necessary for the purposes of your internship. You hereby acknowledge and grant your consent to Vedantu collecting, using, processing, storing, disposing off, and transferring, whether to any third party service providers, within or outside India, any such personal information relating to you.

13. Tax Liability

You will arrange to take care of your tax liabilities, i.e. income tax, professional tax or any other tax as may be applicable to the aforesaid stipend payments, and Vedantu will not be liable for the same. All stipend and other payments (if any) to you will be subject to tax withholding in accordance with applicable laws.

14. Governing Law and Dispute Resolution

This Agreement shall be governed by and construed in accordance with the laws of India. The courts in Bangalore will have exclusive jurisdiction in relation to all disputes arising out of this Agreement. This Agreement constitutes the entire terms and conditions governing your engagement as an intern with Vedantu. If the terms and conditions of this agreement are understood and accepted, please sign and return the attached copy of this Agreement.

Yours sincerely,

For **Vedantu Innovations Private Limited**

Vamsi Krishna

Co-Founder

Acknowledgement

I hereby accept the internship assignment on the terms and conditions set out in the foregoing Agreement.

Signature: _____

Name: Mrudula Gujjaru

Date:



Private and confidential

OFFER LETTER

8th Nov 2022

To,

Ms. Hridisha Sen

4 B Scott Lane,

Kolkata. PIN: 700009

Dear Hridisha,

We welcome you into our team and look forward to your contribution towards TALC's dream of being the best space for children to bloom into successful adults and re-defining education in our beautiful country.

An Alternative School
with Indian Ethos



The terms and conditions of your appointment and your remuneration details are mentioned herewith attached in Annexure- A.

As a token of your acceptance of this appointment, kindly sign this letter and acceptance of employment hereto at the bottom right corner of each page and return the duplicate copy of the same to HR.

The location of your initial reporting and posting would be Bengaluru. However, the location of your posting can be changed to any of our Centers/Departments depending upon TALC's requirements.

Your employment shall at all times be governed by the policies of Moments of Magic Child Care Solutions Pvt. Ltd as amended from time to time.

We welcome you to TALC and wish you a rewarding career in years to come.

An Alternative School
with Indian Ethos

Moments of Magic Child Care Solutions Pvt. Ltd

www.talcworld.in

Indisha Sen



Wishing you all the best!

Thank you

Warm regards

Ms Latha G

Founder and CEO

The Alternative Learning Community

An Alternative School
with Indian Ethos

Moments of Magic Child Care Solutions Pvt. Ltd

www.talcworld.in

hridisha sen



ANNEXURE A

CONTRACT OF EMPLOYMENT

Name: HRIDISHA SEN

Date: 10/11/2022

Signature *Hridisha Sen*

Place: KOLKATA

1. Roles and Responsibilities

MENTOR ROLES	MANAGEMENT ROLES
<u>Trainee Mentor</u>	Scale C – First Line Management
Assistant Mentor	Scale B – Middle Management
Mentor	Scale A – Middle Management
Senior Mentor	



Your role in the organization will be that of a **Trainee Mentor**.

In your role as **Trainee Mentor**, you will help TALC achieve the goals of each student by:-

- Supporting and enabling their academic and emotional pursuit through BMI model and Child Centrality.
- Identifying their current strengths and needs and supporting their growth in the areas identified for the same.
- Realizing the dreams of skill, independence, and happiness for every child we are associated with.
- Having the apt amount of preparedness to work with the children.

2. Commencement and Term

Your official start date will be the **21st of Nov 2022**, of which the first week will be the volunteering period and your employment shall continue unless terminated earlier as stated under clause 9.



3. Working Hours

You are expected to be present at the designated TALC premises from 8:15 am to 6:30 pm on all weekdays, except for declared holidays.

You are expected to work every alternate Saturday from 9:30 am to 3:00 pm as declared by TALC.

4. Probation and Confirmation

You will be on probation for a period of one month from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service.

If not confirmed after one month, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

If TALC is not satisfied with the performance of the employee on probation, TALC is free to terminate the services of the employee before the completion of the probation period subject to one (1) day notice period.



5. Weekly and Statutory holidays

You are entitled to weekly and statutory holidays in accordance with the TALC Holiday List and Karnataka Shops and Establishment Act.

Details are mentioned in the Leave Policy of TALC staff handbook.

6. Suspension

TALC reserves the right to suspend you from service with or without pay as a disciplinary measure or pending disciplinary proceedings.

7. Termination

TALC may terminate your employment for neglect of duties, misconduct, breach of trust/confidentiality, breach of discipline or breach of any terms of employment whether expressed or implied, with immediate effect and no notice period whatsoever.

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8. Resignation

Either party may terminate their contract of employment by giving three (3) calendar months notice in writing. TALC may require you to pay up the notice period in lieu of you not serving it, unless mutually agreed.

8. Confidentiality & key clauses

- a) You will not (except in the normal course of TALC's business) publish any article or statement, deliver any lecture, broadcast or make any communication to the press, including magazine publication relating to TALC's services or to any matter with which TALC may be concerned, or promote other institutes unless you have previously applied to and obtained the written permission from TALC.

- b) You will be required to maintain utmost secrecy with respect to project documents, commercial offer, design documents,



technology, software packages, license, patterns and trade mark, documents created for TALC and TALC's human assets profile.

- c) You will be required to comply with all such rules and regulations that TALC may frame from time to time.
- d) Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- e) If at any time in our opinion, which is final in this matter, you are found a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without



notice. On account of reason of any of the acts or omission TALC shall be entitled to recover the damages from you.

f) You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company dealing with TALC and if you are offered any, you should immediately report the same to the Management.

g) You will be responsible for safekeeping and return in good condition and order of all TALC property, which may be in your use, custody or charge.

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hridishasen



Annexure – A: Salary Structure

With reference to your appointment letter, the compensation package would be as mentioned hereunder.

Annexure A	
Cost of the Company	
Name	Hridisha Sen
Designation	Trainee Mentor
Center	557 – AECS Layout
Location	Bengaluru
Date of Birth	17/09/1998
Father's Name	Gautam Sen

CTC Monthly	20,500
Employment Tax Deduction	200
Net Take Home	20,300

In Words: Twenty Thousand Three Hundred

Note: Any tax liabilities arising out of the remuneration will be deducted as per Income Tax Rules.

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Hridisha Sen



Please sign below and hand over a signed copy of the same document to us confirming your acceptance. You are also required to submit a copy of (i) Aadhar card (ii) Permanent address proof (iii) certificates of educational qualification.

Acceptance of appointment

I have read and understood the terms and conditions put forth in this document. I hereby agree to abide by these terms.

Signature of Employee

Hridisha Sen

Name: HRIDISHA SEN

Place: KOLKATA

Date: 10-11-2022

Signature for TALC

Name:

Place:

Date:

Hridisha Sen