



GlobalStep services Pvt. Ltd.
E Space IT Park,
A1, 2nd & 3rd Floor, Nagar Road
Vadgaon Sheri, Pune, 411014
globalstep.com

Date: 16th November 2021

EMPLOYMENT LETTER

Dear Aniket Rajendra Sonkawade,

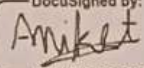
GlobalStep Services Pvt. Ltd is pleased to appoint you on contract as '**Test Engineer**'. You would be placed on contract till "16th February 2022", with evaluations taking place at the end of the contract period. Upon successful completion of the contract period, on the discretion of the company, you will receive a permanent appointment.

Terms and Conditions of the Contract:

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company Policy") of GlobalStep Services Pvt Ltd as applicable, enforced, amended or altered from time to time during the course of your employment.

This contract could be amended or terminated on the discretion of the company as and when required. You are required to serve 1 month of notice period incase if you wish to end the contract in order to be entitled for any proof of experience from the company's side. Further you would also be liable for 1 months' salary of the notice period waived as compensation to GlobalStep for waiving the notice period required as mentioned hereinabove.

You acknowledge that GlobalStep works with customers that are based in different geographies and accordingly, time zones. Hence, it is essential for us that you be prepared to work on any shift (including but not limited to the night shift). You hereby agree that willingness to work in any shift is the basis of this employment.

DocuSigned by:

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Any issues like family, health/medical conditions or any other personal reasons, which may hinder you from working in any shift should be notified to us (in writing) before your appointment. If you have not declared any such reasons before your appointment and you decline to work in the assigned shift then the same will be considered as a ground for termination of your services without notice or pay in lieu. You hereby declare that you are physically and mentally fit to carry out your responsibilities and duties.

Confidentiality:

You agree at all times during the term of your employment and thereafter (Without limit of time);

To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of GlobalStep, and not to disclose or divulge the Confidential Information to any person or entity without written authorization of GlobalStep.

You agree to return to GlobalStep, all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with GlobalStep.

For the purposes of Clause 9.1., "Confidential Information" means any of GlobalStep' proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of GlobalStep with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by GlobalStep in any country or jurisdiction (until the same is generally available to the public), and any other business information of GlobalStep including its business plans, practice



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methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of GlobalStep, or which is generally known outside GlobalStep.

You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of GlobalStep and in addition to the terms stipulated in this agreement herein you agree to execute a Non-Disclosure Agreement with Global Step.

You are required to abide by GlobalStep Information security Policies and Procedure.

Signing on this document suggests that you have understood the term of working with GlobalStep and consent/accept such terms.

We look forward to a mutually rewarding relationship.

For GlobalStep Services Pvt. Ltd.,

DocuSigned by:

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Shikha Gangwar
Head-HR Pune
CC: Personal File

DocuSigned by:

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STRICTLY CONFIDENTIAL

Schedule 1

Employee Name: Aniket Rajendra Sonkawade

Employee ID: GSC8650

Effective Date: 16th November 2021

Salary Components	Per Month (in Rs.)	Per Annum (In Rs.)
Basic	13,062	1,56,744
HRA	653	7,836
Bonus	1,088	13,056
Gross Salary	14,803	1,77,636
Food	750	9,000
Employer's Contribution to PF	1,567	18,804
Cost to Company	17,120	205440

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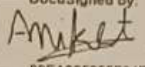
ACCEPTANCE OF THIS CONTRACT

Please sign a copy of this letter and return it to the undersigned as your acceptance of this contract.

We would like to take this opportunity to welcome you to GLOBALSTEP and trust that our association will be rewarding.

ACCEPTANCE OF THIS CONTRACT (Cont.)

I, **Aniket Rajendra Sonkawade**, accept the terms and conditions of employment as outlined above and in Schedule I attached hereto. I also acknowledge my first day of employment with GlobalStep Services Pvt. Ltd.

DocuSigned by:

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(Signature)

16th November 2021
(Date)