



®

Level 18, One Horizon Center, Golf Course Road, DLF Phase 5, Sector 43, Gurugram, Haryana 122002 (National Capital Region), INDIA

Tel: 91-124-6688014

E: info@iprattorneys.com

Fax: 91-124-6688020

W: www.iprattorneys.com

Intellectual Property Law Firm

Dated : December 11, 2023

APPOINTMENT LETTER

Dear Ms. Vedika Kharbanda,

Subsequent to the acceptance of the offer letter, we are pleased to appoint you on the following terms and conditions:

1. Appointment

- a. You shall be appointed on the position of **Associate**.
- b. You will join on **19th February, 2024**
- c. As per the C & C Regulations you are required to furnish, on the date of joining, documentary proof of your educational qualifications and work testimonials.

2. Remuneration

- a. Your Gross Annual remuneration would be **INR 9,36,000/- (Rupees Nine Lacs thirty six thousand only)** subject to applicable TDS deduction.

3. Terms And Conditions

- a) While in the employment of C & C, you are in no way allowed to be employed by any other company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of C & C.
- b) You confirm that you have disclosed fully to C & C all your business interests whether or not they are similar to or in conflict with the business or activities of C & C. You agree to disclose fully to C & C any such interests or circumstances which may arise during your employment.

- c) In case any declaration given by you at the time of your appointment is found to be wrong or you are found to have willfully suppressed the material information, the appointment itself will be deemed to be void and your services will be liable to termination without Notice or compensation in lieu thereof.
- d) You shall observe strict secrecy respecting all transactions and activities of C & C. Accordingly, you shall not, except in the performance in good faith of the duties assigned to you, disclose, communicate or part with, directly or indirectly, any confidential or technical information, know-how, proprietary information of any documents, details or data, or any other information to any other person, including any other employee of C & C at any time, whether during your employment with C & C or thereafter, without written consent of C & C. You shall safeguard and keep confidential for all times to come, the information coming to your knowledge or possession, in the course of your employment with C & C, its clients, collaborators, agents etc. Failure to observe this condition of employment entitles C & C to summarily dispense with your services without any prior notice. In addition, C & C shall be free to take any action or claim damages in this behalf.
- e) Either side may terminate your services by giving a two-month notice in writing or payment of salary in lieu thereof. C & C may, however, immediately terminate your services without any compensation or notice if:
 - i. You commit any breach of your duties and responsibilities under this contract.
 - ii. You are dismissed on grounds of misconduct, which contravene the express or implied conditions of your employment.
 - iii. You are absent for a continuous period of 5 days without prior written approval of your superior (including overstay of Leave).

4. While in the employment of C & C, you are in no way allowed to pursue any full time or part time educational course. In case you are already pursuing or wish to pursue any educational course in the future, a written approval from the concerned Partner before joining the employment is mandatory. An enrolment in any educational course without an approval, as mentioned above, shall be considered a ground for termination of employment.

5. Upon termination of your employment with C & C, you shall return to C & C all the assets and property of C & C (system, keys, documents, files, books, papers, memos etc.) in your possession or under your control.

Kindly sign and return a copy of this letter duly countersigned by you on each page in acceptance to the terms and conditions set out herein.

We welcome you and wish you every success in your career with Chadha and Chadha.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Nidhi Anand', with a stylized, cursive script.

(Nidhi Anand)
Partner| Attorney-at-law & Patent Attorney
Chadha & Chadha