

To,

Mr Ashutosh Panda

We are pleased to offer you an employment with DxMinds Innovation Labs Pvt. Ltd. (“DxMinds” in short) at Bangalore. Your appointment as “**MEAN Stack Developer**” will commence on 1st June on the following terms and conditions

1. The CTC per annum will be **Rs. 5,25,000**. Please note that the income tax liability of this compensation is to be considered in the light of the tax laws prevailing at the relevant time.

Your individual remuneration is a matter purely between yourself and the company and has been arrived at the basis of your job, educational background, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

2. You will be on probation for a period of six months immediately following your date of joining. At the end of probation period, your performance will be reviewed and the management reserves the right to confirm your services or extend the probation period. Your services may be terminated without any notice during probation period.
3. During the term of employment with DxMinds, you are not allowed to be employed by any other companies or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without prior written permission of DxMinds. Also this employment is of continuous of nature and does not entail any compensation for any overtime worked by you. Additionally, you may not act in any way which either conflicts with your duties and obligations to DxMinds or his contrary to the policies or the interest of DxMinds
4. All inventions, improvements and discoveries made by you either alone or jointly with any other person(s) during your service with DxMinds will become the sole property of DxMinds.
5. Upon reporting to work, you may be required to execute a Confidentiality Agreement in favor of DxMinds and/or its customers. In the event of breach by you of this confidentiality provision and/or provisions of the

+1 (833) DxMinds (396.4637) , +91-7483546629

info@dxminds.com

www.dxminds.com

DxMinds Innovation Labs Pvt. Ltd.

#61, 1st Floor, 7th Main, 12th Cross, BTM Layout 2nd Stage,

Bengaluru, Karnataka, India 560076.



Confidentiality Agreement, while in the services of the company or thereafter, the company will be at liberty to initiate appropriate legal proceedings against you.

6. Confidentiality Agreement, while in the services of the company or thereafter, the company will be at liberty to initiate appropriate legal proceedings against you.
7. You are liable to be transferred by the company in such capacity as the company may from time to time determine, from one location to another, one shift to another, one project to another, on the exigencies of business and company's needs.
8. It is a condition of employment that you can be transferred by the company anywhere in India or abroad to any of the subsidiary, joint venture, associate, sister company etc., either in existence or which may come into existence. In such cases you will be governed by the terms and conditions of service applicable to the new assignment.  
Pursuant to any business arrangement, including but not limited to, a sell of assets, merger, takeover, acquisition, or hive-off, DxMinds may also transfer you onto the rolls of any entity and you shall agree to such transfer.
9. Although you have been engaged for a specific position, DxMinds reserves the rights to determine the type and range of work you may be subsequently called upon to DxMinds perform.
10. This appointment is directed towards developing a career for you at DxMinds. However, employment at DxMinds will always entail the conditions of satisfactory employee performance and satisfactory market conditions for the company's product and services.
11. The service is valid till the date of retirement (last day of the month of your sixtieth birthday).
12. All the information provided in this letter including your pay package and any other related benefits are communicated to you in confidence and you are expected to guard confidentiality of the same. Any violation of confidentiality of the same will be treated as a breach of integrity of DxMinds.
13. Should you desire to leave the services of DxMinds during probation period or after confirmation in its service, you will have to give two months of notice. DxMinds reserves the right to terminate your services by giving one month of notice. Notwithstanding the foregoing, you will not be entitled to notice if your employment is terminated on the grounds of willful neglect, breach of trust, irregular, continuous performance failure, gross indiscipline or any other serious derelictions of duty which prejudicial to the interests of DxMinds, or if any declaration given or information furnished by you to DxMinds proves to be false or you are found to have willfully suppressed any material information from DxMinds.

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14. At the time of termination of this employment agreement, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company.
15. Your work in DxMinds will be subject to the rules and regulations of the company as promulgated and modified from time to time in relation to your conduct, discipline and other matters. You will always be subject to the responsibilities and duties attached to your position and conduct yourself accordingly.
16. No waiver of any breach of the terms and conditions contained herein by DxMinds shall be considered to be a waiver of any succeeding breach.

DxMinds success directly depends on the quality of its people. We endeavor to provide all employees with stimulating, rewarding environment in which they can maximize their potential. We look forward to your joining DxMinds for a mutually beneficial relationship.

If you have any questions, please feel free to contact us.

Truly,  
Bhabani Sankar Jena  
CEO  
DxMinds Innovation Labs Pvt. Ltd.

Authorized Signatory

DXMINDS INNOVATION LABS PVT LTD  
*Bhabani Sankar Jena*  
DIRECTOR

Bhabani Sankar Jena

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