

September 21, 2022

Dear Chaitrashree,

Congratulations and Welcome to the Arkieva family! We are very pleased to offer you the position of **Associate Consultant**. Our compensation package includes an annual Cost to the Company of ₹3,42,212 (Gross Salary + Gratuity + Health Insurance) plus a possible end-of-year bonus. Company policy is to issue bonuses based on our profitability, Your performance, and Your Experience in Arkieva.

You will be on probation for the first 6 months from the date of joining. You will be absorbed as a permanent employee after the successful completion of the probation period. During the probation period, Arkieva reserves the right to terminate your contract if your performance is not up to expectations. As a permanent employee, you are also eligible for the health insurance provided to you and additional family members dependent on you. Detailed salary and benefits details are given in the Annexure.

Your office hours will be between 2 PM and 12 AM with a 2-hour break. You are also expected to align your timings based on clients' need case by case. Please report no later than 2 PM on your first day of employment. Your first day of employment will be 3rd October 2022. Please note that you will primarily be working from our office in Mangalore. You are responsible for your commute to the office.

Restrictive Covenant:


(a) You agree that, except with express written authorization from Arkieva, while an employee of Arkieva, and for a period of one year following the termination (whether voluntary or involuntary) of your employment with Arkieva, you will not on your own behalf or on behalf of a competitor:

- (i) Directly or indirectly, contact, induce, persuade, solicit, or attempt to contact, induce, persuade, or solicit any Client/Customer or Prospective Client/Customer to purchase services substantially similar to those offered by Arkieva during the course of your service with Arkieva.
- (ii) Directly or indirectly, either as proprietor, stockholder, partner, officer, or contractor, perform any services for any Client/Customer of Arkieva that are the same or substantially like the services provided by you at any time during the Two years preceding your termination of services.

For purposes of this Agreement, the term "Competitor" shall mean any person or entity that offers any services that are the same or substantially like the services offered by Arkieva at or within the preceding two years of the time of termination of your

employment with Arkieva. For purposes of this Agreement, the term "Client" or "Customer" shall mean any person or entity who is a Client or Customer of Arkieva for whom you performed services while employed by Arkieva, as well as any customer of such Client or Customer for whose benefit your services were procured by such Client or Customer.

Confidentiality: You agree not to disclose to anyone, either during or after your relationship with Arkieva, any confidential or proprietary information of any kind obtained by you as a result of your tenure without the written consent of both the Client and Arkieva, and you further agree that on terminating the contract with Arkieva, you will not take with you, without written permission of both the Client and Arkieva, any pricing information,


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