


Red Hat

 Red Hat India Pvt. Ltd. | A-201, Supreme Business Park | Hiranandani Gardens |
 Mumbai | Maharashtra | 400076 | India | redhat.com

THIS EMPLOYMENT Agreement (the "Agreement") is entered into as of the date set forth in Article 1 ("Effective Date") by and between Red Hat India Pvt. Ltd., (the "EMPLOYER") having its principal address as set forth in Article 1, and the EMPLOYEE whose name and current address are set forth in Article 1 (the "EMPLOYEE"), in accordance with the following terms and conditions.

1. APPOINTMENT, DUTIES, AND EFFECTIVE DATE

The items noted in this chart are subject to the detailed terms and conditions of this Agreement	
Address of EMPLOYER's Principal Place of Business:	Red Hat India Pvt. Ltd. A - 201, 2nd Floor Supreme Business Park Supreme City Hiranandani Gardens Powai, Mumbai, 400076. India
Effective Date of Agreement:	Same as Start Date
EMPLOYEE's Start Date ("Start Date"):	June 5, 2023
EMPLOYEE Full Name:	Aneesh M Bhat
EMPLOYEE's Current Address:	Flat No. 204, Shrinikethana, Narayan's Living Apts, Kadri Kambla Rd, Bejai Post, Mangalore 575004, Karnataka, India
EMPLOYEE Nationality and Applicable Identification Number or Passport Number:	Indian/Aadhaar Card Number: 5653 6992 8286
EMPLOYEE's Business Card Title:	Associate Software Engineer
EMPLOYEE's System Title:	Associate Software Engineer.025
EMPLOYEE's Primary Responsibilities:	<ul style="list-style-type: none"> Integrate, extend, develop, and operate software together with your team members. Work in an agile team using agile development practices based on test-driven development and DevOps. Analyze issues on multiple layers. Support Customers for the product.
EMPLOYEE's Principal Place of Work:	10th Floor, East Tower, Carina Building Bagmane Constellation Business Park Doddanekundi Circle K R Puram - Marathahalli Outer Ring Road Bengaluru - 560037
Normal Working Hours:	8 hours per day and 40 hours per week
Starting Annual Base Salary, to be paid monthly in 12 monthly installments in arrears:	INR1,350,000 *see schedule B
Sign-On Payment:	The EMPLOYEE will receive a one-time sign-on payment of INR100,000 subject to all applicable withholding and taxes, and according to the EMPLOYER's customary payment procedures (hereinafter "Net Sign-On Payment"). The EMPLOYEE understands and expressly agrees that should the EMPLOYEE voluntarily terminate his or her employment or be involuntarily terminated for any reason within the first 12 months of employment beginning from the first actual work day, the EMPLOYEE shall promptly repay the EMPLOYER on demand the Net Sign-On Payment on a pro-rated basis calculated monthly (the "Payback Amount") unless such termination is due to no fault of the EMPLOYEE.



Principal
A.J. Institute of Engineering & Technology
Mangaluru - 575 006