

October 15, 2022

## Offer Letter

Dear Sayyed Sameer Basir,

This is to inform **you** that you have been appointed with the designation - Intern by **E360Basta Edtech India Pvt. Ltd.**, located at 394/1, 1st B Cross Road, Koramangala, Bengaluru, Karnataka - 560095, India as a **Curriculum Engineer – Full Stack Web Development(Intern)** from 15th October 2022 to 15th April 2023. You will be working as an **intern** and we expected you to work for **20-25 hours per week** (approximately).

During this tenure at E360Basta Edtech India Pvt. Ltd, you will effectively design and **develop Educational content, create Educational Videos** and will take live classes as a **instructor/mentor**, you will also **make assignments and projects** related to the curriculum.. We assume that you have a good command over these skills. During the time while you will be working for us, he would also need to clear your 7 days trial period and his performance in the trial period shall be proportional with his employment tenure. He shall be working under our Chief Operational Officer.

### **Leave Policy**

You are entitled to leave as per Company policy.

### **Termination**

The company or employee without providing any reason may terminate employment by giving a 15days period of notice. The company may terminate your employment at any time without any notice if: you are guilty of serious misconduct; or you are in material breach of a provision of this contract, including confidentiality undertakings. Following the termination of your employment you will be required to return all company property. You will not take employment in any of the competitors upto a period of one year post relieving.

### **Privacy**

You are required to observe and uphold all of the company privacy policies and procedure as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with the privacy legislation.

### **Intellectual Property Rights**

All information, inventions and discoveries or any interest in any copyright, patent and or other property rights developed, made or conceived by the employee, (i) in the course of the Employee's employment with the company under this agreement; or (ii) previously during the employee's association with the company and or during the course of his employment with the company comes to know of any better process which the employee has developed or may develop,

(collectively, "Intellectual Property Rights") shall vest solely and exclusively with the company.

The Employee agrees and understands that any and all copyrightable works that are prepared by the Employee, within his scope of service, is "work for hire" under Applicable Law and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered the first owner of the Intellectual Property Rights created by the Employee, the copyright and all related rights, title and interest in all such Intellectual Property Rights is irrevocably assigned by

**E360BASTA EDTECH INDIA PRIVATE LIMITED**

394/1, 1st B Cross Road, 7th Block, Near Landmark Go Chai  
Chowk Koramangala, Bengaluru - 560030

ceo@bastaindia.com  
www.bastaindia.com

+91 8822791391

the Employee to the Company for valid and adequate consideration. To the extent that any Intellectual Property Rights are not vesting with the Company in accordance with the provisions of this Clause 5, the Employee hereby irrevocably assigns in perpetuity for worldwide use to the Company, all his rights, title and interest with

respect to Intellectual Property Rights. The Employee hereby further undertakes to sign all such agreements, deeds and documents as may be required under Applicable Laws to evidence the assignment of the Intellectual Property Rights to the Company. In the event the Company is unable for any reason, after reasonable effort, to secure the Employee's signature on any document needed in connection with the actions specified herein, the Employee hereby irrevocably designates and appoints the Company and its authorized personnel as the Employee's agent and attorney in fact and at law, which appointment is coupled with an interest, to act for and on the Employee's behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of Clause 5 with the same legal force and effect as if executed by the Employee. The Employee hereby waives and relinquishes all claims, of any nature whatsoever, which the Employee now or may hereafter have for infringement of any Intellectual Property Rights assigned hereunder to the Company.

All records, documents, papers (including copies and summaries of them), "professional packages" and other copyright protected works made or acquired by the Employee in the course of his employment shall, together with all the worldwide copyright and design rights in all such works, be and at all times remain the absolute property of the Company.

The Employee hereby represents and warrants that he shall not use or integrate any third- party materials or data that are not validly licensed to the Company unless previously authorized by the Company. The Employee represents and warrants that the Employee has not violated the intellectual property rights of any third party, and covenants that the Employee shall not violate the intellectual property rights of any third party in the course of his service with the Company. In case any such third-party intellectual property is integrated in any Intellectual Property Rights created by the Employee, the Employee agrees to grant to the Company a non-exclusive, fully transferable, perpetual, fully paid-up license to use, and modify, such third-party intellectual property integrated. The Employee shall cooperate with the Company in executing all such assignments, oaths, declarations, and other documents to affect the foregoing. The Employee hereby waives any right to and agrees that he shall not raise any objection or claims to the Indian Copyright Board with respect to the ownership of the Intellectual Property Rights, under the provisions of Section 19A of India's Copyright Act, 1957. It is further agreed between the Parties that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, the assignment under this Agreement shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under this Agreement within a period of one (1) year from the date the assignment becomes effective.

### **Confidentiality of Information**

During your employment you may become aware of information relating to the business of E360 Basta Edtech India Private Limited, including but not limited to client lists, trade secrets, client details and pricing structures. Confidential information, including client lists, trade secrets, pricing structures and any and all documents created by you in the course of your employment remain the sole property of E360Basta Edtech India Private Limited India. You shall not, either during or after your employment, without the prior consent of the E360Basta Edtech India Private Limited directly or indirectly divulge to any person or use the confidential information for your own or another's benefit.

### **Remuneration**

You will be entitled to INR 5000 per month with a service agreement of 6 months initially.

**General Employment Obligation**

By accepting this offer and joining the company, you accept not to work / get involved in any capacity with any Company those who are directly or indirectly competing with E360Basta Edtech India Private Limited in the Edtech space for a period of 1 year after discontinuation of services with E360 Basta Edtech India Private Limited.

**Jurisdiction**

This contract is made in Bangalore, India.

Welcome and Acceptance

**Sayyed Sameer Basir**, we would like to take this opportunity to welcome you to E360 Basta Edtech India Private Limited and wish you a long and rewarding career with us.

Yours sincerely,



**Mr. Ajeet Kumar Shukla**

Co-Founder & CMO

I, **Sayyed Sameer Basir**, accept the terms and conditions of this contract.

Signed: \_\_\_\_\_

Dated:





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