



### **INFRASONIC INC**

#15, Mrinalini, 2nd floor,  
Thimappa Reddy Layout, Hulimavu,  
Near Matru Nursing Home,  
Bannerghatta Road, Bangalore 560076

### **Employment Terms and Conditions**

#### **a) Income Tax:**

The company will calculate and deduct income tax on your salary, but you are responsible for ensuring accurate tax payment on your total income. Incentive payments and bonuses are subject to applicable tax deductions.

#### **b) Work Commitment:**

You agree to devote your time to assigned duties and refrain from engaging with any other entity in the same business during your employment. Exceptions may be made as per 'clause f.'

#### **c) Work Timings:**

Adhere to agreed work timings and be flexible as per assigned responsibilities.

#### **d) Responsibilities:**

Diligently carry out assigned responsibilities to enhance the company's business interests.

#### **e) Outside Assignments:**

Inform and seek approval for any non-company assignments. Complete such assignments outside regular work hours.

#### **f) Confidentiality:**

Do not disclose technical or important information acquired during employment. Non-disclosure extends one year post-employment.

#### **g) Non-Solicitation:**

Do not solicit business from the company's clients during employment and for one year after termination.

#### **h) Employee Poaching:**

Do not solicit the company's employees or consultants for one year after their employment ceases.

**i) Intellectual Property:**

Company retains rights to work created during employment, and you declare such creations on the company's behalf.

**j) Communication:**

Inform the company of address or personal status changes.

**k) Document Submission:**

Submit required documents at the time of joining.

**l) Property Return:**

Return all company properties upon exit or termination.

**m) Compliance:**

Abide by company rules, regulations, and service conditions.

**n) Periodic Review:**

Terms subject to periodic review and modification by mutual agreement.

**o) Termination:**

Either party can terminate with a 30-day notice.

**p) Commitment:**

Agree to be present a minimum number of classes per student per month as per the commitment.

**q) Student Interaction:**

Misleading or manipulating students will result in serious consequences and legal action.

**Confidentiality Obligation:**

- Do not disclose or grant access to confidential information.
- Keep all data, documents, and technical information confidential.
- Do not disclose the existence of this agreement.
- Acknowledge the immense value of confidential information and agree to keep it confidential during and after employment.
- Comply with security measures to safeguard confidential information.

**Things to be Noted;**

- Adhere to online/ offline classroom ethics.
- Ensure students are prepared for lessons and have necessary materials.
- Motivate students, create a positive learning environment.
- Employee should not solicit Infrasonic students for private lessons.

**Document Submission - Past Experience:**

Submit past experience letters and details, undergo background verification.

**Payment Policies:**

Payment credited after 30 days + 10 days accounting period.

No part payments within the payment period.

Settlement in 45 days + 10 days accounting period if the agreement is terminated.

**Holiday Policy:**

Company observes specific national holidays, and employees can take up to 5 restricted holidays.

**Leave Policy:**

Maximum of 12 paid leaves per year, not transferable to the next year.

Note :-An employee's leave encashment is included in the full and final settlement the company performs upon their resignation or termination.

**Mutual Confidentiality Agreement:**

Agreement term of two years.

- Confidential information includes trade secrets, business plans, financial data, etc.
- Receiving party and representatives to use information only for evaluating the potential transaction.
- Ownership of confidential information remains with the disclosing party.
- Return of confidential information upon conclusion of discussions.
- Receiving party bound by confidentiality obligations even after termination of discussions.
- Governing law is the Indian law.
- No waiver, injunctive relief available.
- Costs, damages, and attorneys' fees borne by the party at fault.

**In Witness Whereof:**

**Both parties acknowledge and accept the terms and conditions.**

**By:**

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**Infrasonic Inc**

**By:**

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**Rohit Kumar Byahut**

**Founder/ Managing Director**