



#### Agreement between Selected Trainee & Company

This Agreement is entered on 17<sup>th</sup> December 2021 by and between Kellton Tech Solutions Ltd., having its registered office at Plot No. 1367, Paghan Plaza, Road No. 45, Jubilee Hills, Hyderabad – 500033 (hereinafter referred to as "company") and Mr. Akapati Sri Vishnuvardhan Reddy RJO ( ) (herein after referred to as "Trainee").

#### WHEREAS

1. Trainee applied for undergoing On Job Training (OJT) with the Company and now as the candidate has cleared all tests and interview rounds, company has offered to impart extensive OJT and hands on training for a period of six months. Further on completion of the training, the company will offer to hire the trainee, if found suitable on such terms and conditions as will be agreed upon at the time of completion of the training.
2. For the tenure of the training, company has offered a salary of Rs. 12000 per month to the trainee for meeting their boarding and lodging expenses. The trainee during the training period shall not work full time, part time, directly or indirectly either as employee, contract employee, employer or partner or advisor or in any other capacity with any trade or business.
3. The Trainee agrees to undergo the training in accordance to the methodologies, as required, and assures his full time devotion in such training and abide by all the policies of the company.
4. The Trainee, on joining the training program with the Company on 10<sup>th</sup> January 2022, undertakes to complete the training and thereafter stay in employment of the Company for a minimum period of twenty-four months from the date of completion of his/her training. The trainee further agrees to submit a bank guarantee of Rupees One Lac with a pre-condition to work with the company for a minimum period of 24 months post completion of training period. The Trainee will be required to serve three-month's notice period in case he/she wants to leave the company, in addition of which, the Company will charge the cost of training from him/her by en-cashing the bank guarantee by the company.

#### NOW THE TRAINEE AND COMPANY HERETO AGREE AS FOLLOWS:

1. The Trainee acknowledges that a substantial cost will be incurred in training by the company hence Trainee, as part of the consideration for the training efforts and costs incurred by the company, agrees to serve the company for a minimum period of twenty four months from the date of the completion of his/her training.
2. As any discontinuance of the employment with the company before the expiry of twenty four months term would unfairly prejudice the Company, and, as such, the trainee undertakes not to leave the services of the Company, for any reason whatsoever until a period of twenty four months from the date of completion of his/her training with the Company.
3. In case, circumstances so force the trainee to leave the employment with the company, for whatsoever reasons before the said period of twenty four months, then the trainee forthwith agrees to pay a sum of Rs.1,00,000/- (Rupees One Lakh only) or company can forfeit the bank guarantee amount of 1,00,000 which needs to be submitted on the DOJ, towards the cost of training in addition to the sum equivalent to three months of his/her monthly salary against notice period as applicable to all other regular employees of the company. The Trainee undertakes not to dispute this liability in future or at the time of seeking his/her early reliving. If, Trainee fails to pay the agreed amount, then the Company shall reserve its right to initiate any actions including of legal actions for recovery of such amount from the Trainee.
4. That the said Trainee shall be faithful to the Company in all matters and shall not at any time except under legal process, divulge to any person whatsoever and shall use his/her best endeavours to prevent the publication or disclosure of any trade secret or any business process or any confidential matter or information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his knowledge.