



Employment contract

Ms. Velia Maldonado Garcia,
1022 W Ainslie St, Chicago, IL
Zip code 60640.

Dear Velia,

Marquis Technologies Inc is pleased to offer you the position of **Test Engineer**.

The terms of this employment contract (including the terms contained in the Annexures) are strictly confidential between you and Marquis Technologies Inc.

Best Wishes,

For Marquis Technologies Inc,

Prashant Jain

Managing Director

pjain@marquistech.com

A handwritten signature in black ink, appearing to read 'V. Jain'.

Marquis Technologies Inc

14900 Avery Ranch Blvd C200/187, Austin, Texas, United States of America.

Annexure - I

1. **Duration of the contract:** This Agreement has been entered into for a fixed term starting on 01st April 2025 and will be for 3 years or last day in USA, whichever is earlier.
2. **Working Hours:** The working hours amount to 40 hours per week. The working week runs from Monday up to Friday (8 hours per day). You are not required to work overtime.
3. **Place of Work:** Your work will be conducted at Austin : 10102 Talleyran dr, Austin, Texas 78750, United States of America
4. **Compensation:** You will be paid a fixed CTC of **70000 USD per Annum**. Your fixed annual salary, subject to statutory deductions, is payable by the last working day of each month.

Pension will not be provided by Marquis Technologies Inc.

5. **Holiday:** National public holidays will be followed as per the USA law. Any leaves taken apart from the national holiday can be taken with prior approval. For such approved leaves, the salary for that month will be calculated on a pro rata basis.
6. **Notice Period:** Your employment can be terminated by Marquis Technologies Inc at any time by giving you notice of 15 (Fifteen) days' in writing or lieu of payment. The employee if willing to terminate the employment shall do so by giving a written notice of 15 (Fifteen) days. However, under no circumstances the employee is at liberty to terminate this Contract during the period of the Agreement for Training Program signed and executed at the time of joining. Marquis Technologies Inc shall have the sole discretion to accept the employee's resignation and relieve an employee on determination or early termination of the agreement. Buyout clause is available only if organization agrees.

Marquis may terminate this agreement by giving 15 days' notice in writing or lieu of payment, In case of ramp down of project/project end/project completion from client. In the event that you want to terminate your employment with the Company, while on a project at customer/client site you be will required to give a minimum of 15days' notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided by Management with the concerned client and your Manager.

One return ticket to your country of origin will be provided.

7. Attached to this Agreement is a job description (Annexure II). Detailed day to day scope of work has been elaborated in Annexure II. The attached job description forms an integral part of this Agreement. You will acknowledge the contents thereof by signing this Agreement.
8. Expenses which are related to project like test van, driver, sim card and logistic fees like courier or purchase of any inventory items will be reimbursed as per the approval of Manager.
9. No other expenses like personal Parking, Lunch, and Fuel, Entertainment or any other expense will be reimbursed unless agreed or approved over in writing/email with Manager. Do not use office material provided by company for any type personal use
10. While working with Marquis Technologies Inc, you cannot do any freelancing, or any other private work related to mobile test engineering or homologation process or any other activities during your tenure with the Company. You are required to provide exclusive services to the Company.
11. **Confidentiality:**

In the performance of your duties, you will come to possess information about and have access to (written or unwritten or in whatever form) the Company's operations, processes, plans, clients, suppliers, etc. All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Marquis Technologies Inc or thereafter and shall always remain the property of the Company. In the event of you contravening this confidentiality provision while in service of Marquis Technologies Inc or thereafter then Marquis Technologies Inc will be at liberty to initiate appropriate legal proceedings.
12. **Non-Disclosure:**

You shall not communicate, or attempt to communicate to the public, media bodies, journals, academic institutions etc. or cause to disclose at any time, any information or documents, official or otherwise relating to Marquis Technologies Inc except with the prior written approval of the Authorized Person of Marquis Technologies Inc. You shall be obligated to the provisions of the detailed NDA enclosed herewith which shall be signed by you before joining.
13. **Intellectual Property Rights:**

Any product development, process, discovery, plan, specification, program, design, process, adaptation, concept or improvement in procedure or other matters of work which can be the subject matter of protection granted to any intellectual property rights (including without limitation to patents, designs and copyrights), made, developed or



discovered by you alone or jointly with any other person or persons while in your association with Marquis Technologies Inc in connection with or in any way affecting or relating to the business of Marquis Technologies Inc or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to Marquis Technologies Inc and shall belong to and be the absolute property of Marquis Technologies Inc as owner thereof.

14. Company Property:

You will be responsible for the safe keep and the return in good condition and order, of all property such as equipment, mobile phones, computers, books, etc., which may be in your use, custody, care, possession or charge and shall promptly whenever requested by the Company and in the event upon termination of your employment (for whatsoever cause) deliver or return to the Company or to its authorized representative. Marquis Technologies Inc shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as Marquis Technologies Inc deems proper in the event of your failure to account for such property to the satisfaction of Marquis Technologies Inc.

15. Clause for Non-Compete:

Non-Compete: You covenant and agree that, during the term of your employment with the Company and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, anywhere in the world, on behalf of any Competitive Business/client perform the same or substantially the same Job Duties.

You shall not make available any document either prepared by you or brought to your attention/ consideration during the tenure in Marquis Technologies Inc to any person connected with the industry or otherwise.

You shall not make available any document after the removal of the logo of the organization Marquis Technologies. and other associates to camouflage the document. You shall not divulge any knowledge information etc. acquired during your tenure at Marquis Technologies Inc.

You shall not inform anyone of the business activities of Marquis Technologies Inc either as of now or projected and planned.

Non-Solicitation: You shall not solicit your colleagues in Marquis Technologies Inc both currently working and those who have worked in the past in Marquis Technologies Inc and associated companies, to offer their own services for some other company or induce them to secure the services of other people.



You shall not solicit your colleagues both present and past in Marquis Technologies Inc to recommend others Associated with Marquis Technologies Inc for services in any other organization.

You shall not offer any comments on any activities of Marquis Technologies Inc or individuals working in Marquis Technologies Inc under any circumstances particularly to the competition.

16. Non-Solicitation of Clients:

You agree that you will not, without the prior written consent of the Employer Company, at any time during your employment with the Employer Company or for a period of 1 (One) year from the termination of your employment however caused (whether your employment is terminated by you or the Employer and whether with or without cause or in breach of this Agreement), either individually or through any company controlled by you and either on your own behalf or on behalf of any person competing or endeavoring to compete with the Employer Company, directly or indirectly solicit, endeavor to solicit or gain the custom of, canvass or interfere with any person who is a client of the Employer Company as at the date of termination of your employment or use your personal knowledge of or influence over any such client to or for your own benefit or that of any other person competing with the Employer Company.

17. Non-Solicitation of Employees:

You agree that you will not, without the prior written consent of the Employer, at any time during your employment with the Employer or for a period of 1 year from the date of termination of your employment however, caused (whether your employment is terminated by you or the Employer and whether with or without cause or in breach of this Agreement), either individually or through any company controlled by you and either on your behalf or on behalf of any other person competing or endeavouring to compete with the Employer, directly or indirectly solicit for employment, or endeavour to employ or to retain as an independent contractor or agent, any person who is an employee of the Employer as of the date of termination of your employment or was an employee of the Employer at any time during 1 (One) year prior to the termination of your employment.

After being relieved from your duties and responsibilities, you will not, directly or indirectly, anywhere in the world, on behalf of any Competitive Business perform the same or substantially the same Job Duties.

18. Social Media Policy:

You covenant and agree that, during the term of your employment with Marquis Technologies Inc and after your employment with Marquis Technologies Inc that maintenance or participation in job portals, personal websites, bulletin boards, or other interactive web media, including LinkedIn, Facebook, Twitter, etc., (herein collectively referred to as "social media platforms"), you, currently the employee of Marquis



Technologies Inc. and pursuant to your employment, agree that you may not elect to post information about the respective Company(s)/Group, its business, its products and services, proprietary tools, confidential projects, clients name, protocols, work procedures etc. on social media platforms.

You agree and understand you have a legal responsibility involved with using social media platforms. Though you are free to post your own personal views on social media platforms, some of the social media use may lead to irreparable harm to the Company/Group, or may violate certain Company policies and standards of Marquis Technologies Inc.

19. Company Property:

You will be responsible for the safe keep and return in good condition and order, of all property such as Devices, testing equipment, Inventory assets (prototypes, chargers, testing equipment's, chipsets, sim cards, headphones, etc.) , Laptop, laptop charger / Desktop, ID, Access Card, Client site ID, Access card if any, Pedestal Keys (desk, file cabinets, other, etc., which may be in your use, custody, care or charge, Dongles, Travel Cards, Any other assigned Marquis Technologies Inc or Client assets .In case loss of any Marquis Technologies Inc property company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as Marquis Technologies Inc deems proper in the event of your failure to account for such property to the satisfaction of Marquis Technologies Inc.

20. Clause for Termination for Non-performance and misconduct:

Your services are liable to be terminated without any notice or salary in lieu thereof for non-performance, misconduct, non-compliance, Fraud/False documents, Fraud/False Identity, Inadequate and insufficient required documents, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency.

Also, your services may be terminated due to Lack of job related skills, Improper character or Attitude, Integrity issues, or any other reason that the company believes renders the employee unsuitable for continuing employment with the company.

Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. Carrying any type of weapon like Gun, knife or any other form of weapon which can cause fear or physical harm to human is not allowed to be carried when on the job/assignment of Marquis Technologies Inc.

21. Homologation Work:

As per the policy of Marquis Technologies Inc, we expect all our employees to devote their full-time attention and efforts to the business of company. We clearly disapprove

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of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of Marquis Technologies Inc. While working with Marquis Technologies Inc, you cannot do any freelancing, or any other private work related to mobile test engineering or homologation process you are required to provide exclusive services to the Company.

In specific cases, e.g. writing for a magazine / journal, speaking at various forums explicit permission from Marquis Technologies Inc, must be taken prior to your engaging in such activity. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the sole discretion of Marquis Technologies Inc.

You acknowledge that you have fully read the contents of this Agreement in English language and in case there is any language barrier you have translated the documents from advice of counsel of your choice.

I have read and understands the meaning of each provision of this Agreement and my signature below constitutes my acceptance of each term of the Agreement with full knowledge and conscience.

My signature below constitutes my acceptance of each term of this undertaking with full knowledge and conscience.

Annexure II

Roles and Responsibilities:

- Understanding of all the Test cases, Field Testing and Mobility in cab/car.
- Creating test plan and test cases. Getting ready all the IT system with tools/test cases.
- Flash the Mobile Phone model (DUT) with the required SW.
- Oversee test activities which include design, develop and execute test strategies/plans; debug and troubleshoot; status reporting to Client on development projects, Test execution, defect tracking and defect triage activities
- End-to-end responsibilities to ensure 4G and 5G products (4G DU, 5G RU, 5G DU, CBRS RRHs, DCM, LSM, vLSM, USM, vDCM, and vCU) are 100% compliance with customer's network design
- Responsible for 4G/5G KPI development, field integration/first application test plan development, feature requirements, systems and performance analysis, conduct deep-dive customer sessions for parameter lockdown and feature overview
- Draft, revise, approve and executes systems test plans and scripts ensuring alignment with standards
- Conduct tests and analyse results to ensure to meet or exceeds specified standards and customer requirements
- Extensive knowledge on Mobile Phone Field Testing and verifying the performance of the device in different locations based on the Received network signal strengths like near Cell, Edge Cell , Mixed Mobility and Out of service Cases.
- To perform testing of different chipsets. The testing process includes sanity testing, Functional testing, Performance testing, regression testing and Stability testing.
- Getting ready all the IT system with tools/test cases like QPST, QXDM, QCAT, QFIL, Annite, Wireshark, Simulator (CMW500).
- Working on researching on local Telecom market and Software quality.
- Checking for the code standard as per client requirement
- Discussing with R&D team for modem and RF related issues.
- Execute proper FT plan and write the FT report as daily basic execution of test cases.
- Exposed to Sanity and System report generation and handling day deliverables like Test document planning/review, planning Sanity/Regression, managing the bugs/issues, and reporting/tracking the same with developers.



- Coordination with the technical teams for new enhancements/issue resolution.
- Responsible for creating and maintaining infrastructure necessary for the growth of the company.
- Identify key engineering initiatives based on customer requirements, network requirements, and new services and assesses the technical/infrastructure feasibility.
- Provide customer with service enhancement recommendations, conduct regular meetings with customers, establishing a full understanding of the customers business and drivers to map against current service requirements and future needs.

Note: Your work does not limit to the above Roles and Responsibilities it can vary according to the project as the aforesaid Roles and Responsibilities are not exhaustive.



Annexure III

Non-Disclosure Agreement

I agree to be bound by obligations detailed in this personal Non-Disclosure Agreement in connection with my designation as **Test Engineer** and any other tasks and/or assignments. I may perform for and to Marquis Technologies Inc. including its affiliated companies [and representatives].

Within the scope of this personal Non-Disclosure Agreement I shall possibly receive or have access to non-public information (including but no limited to intellectual properties, business, economic, financial, technical, electronic and commercial data as well as names, addresses, lists and or any other data and / or personal data of employees, etc. owned by or relating to Marquis Technologies Inc. or other companies of the Marquis Technologies Inc. - group or affiliates, sub-contractors, other contractors and/or customers of Marquis Technologies Inc. or any other information of Marquis Technologies Inc. in respect of which Marquis Technologies Inc. is under any obligation of confidence to third party (herein after the "information"). Such information may be in verbal, written or any other materialized form (including but not limited to photos, slides, video tapes, computers diskettes, CD-ROMS etc). I hereby agree to keep the information or any part thereof in whatever forms strictly confidential and I shall not disclose or otherwise make available the information to third parties (including but not limited to my employer's representatives or advisor of the employer or my colleagues/workmates) without the prior written consent of Marquis Technologies Inc. nor make copies of information nor store it (in electronic form or otherwise) especially I acknowledge that any and all information that may be available from computers or databases of Marquis Technologies Inc. or its employees, officers, directors or agents, disclosed to me orally in internal / external discussions of such Marquis Technologies Inc. employees, officers, directors or agents or otherwise available, shall be deemed especially sensitive confidential information of Marquis Technologies Inc. which I shall not disclose to any one or use for any purposes.

I also agree not to use information without the prior written consent of Marquis Technologies Inc., for any purpose other than for the purpose of fulfilling my duties under the employment of the Company. Furthermore, I agree to return all information in my possession in whatever form to Marquis Technologies Inc. upon expiration or termination of the employment without retaining any copies in whatsoever form thereof.

Furthermore, I recognize that all the information received during or related to the employment and all copies or other materialized form of such information including but not limited to photos ,plans , slides, video tapes, computer diskettes , CD-ROMs etc, remain the sole property of Marquis Technologies Inc. and/or its licensor's confidential and proprietary rights and to provide reasonable assistance to Marquis Technologies Inc. to secure patents, copyrights or other forms of protection for such rights, title,

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interest and intellectual property rights as belonging Marquis Technologies Inc. in any country of the world.

This Non-Disclosure Agreement shall be valid during the whole term of employment and shall remain in force after the termination thereof as long as the information becomes public knowledge.

Should I violate any provision of this Non- Disclosure agreement I shall pay Marquis Technologies Inc as liquidated damages the amount of USD 100,000/- (One Hundred Thousand US Dollar Only). I fully understand and agree that the payment of this liquidated damages would not be sufficiently remedy for any breach of obligations under this Non- Disclosure agreement and Marquis Technologies Inc. shall also be entitled to specific performance and injunctive relief as well as to consequential, special, incidental, punitive or indirect cost, damages or expenses of any kind and compensation for loss of profit, business or goodwill as remedies for any such breach. Payment of the liquidated damages does not release me from obligation under this Non- Disclosure Agreement.

I hereby give my consent to Marquis Technologies Inc. or third parties on behalf and under direct authority of Marquis Technologies Inc. to process my personal data as deemed appropriate and necessary in the operations of Marquis Technologies Inc. in connection to the purpose of the Non-Disclosure Agreement and undertakings related to it. This process will be done in compliance with Marquis Technologies Inc. guidelines and applicable legislation. I acknowledge that as a global company, Marquis Technologies Inc. has international sites throughout the world and to the extent necessary the personal data related to me be sent to any site within Marquis Technologies Inc.

I hereby give my consent to my personal data being transferred and processed electronically by third parties or on servers located outside of the country where I originally entered the information. Any transferring and processing of personal data is done under the direct authority of Marquis Technologies Inc. and under a strict confidentiality obligation and by protected technical means.

Place: *Chicago, Illinois*

Date: *April 8, 2025*

Signature of Deputed Personnel/Employee: *[Handwritten Signature]*

Name in BLOCK LETTERS: *VELIA MALDONADO GARCIA*

Marquis Technologies Inc

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