

26th February 2024

Mr. Sanket Pawar
PL5, B-13, R-1,
Sector -10, Khanda colony,
New Panvel, Raigad
Pin code - 410206.

Dear Sanket,

Subject: Contract Letter

It is our pleasure to offer you the position of **Test Engineer** with **Marquis Technologies Limited**.

You will be stationed in **the UK**, and you are required to start your duty on **15th March 2024** failing which your contract stands cancelled.

Best Wishes,

For Marquis Technologies Limited,

A handwritten signature in blue ink, appearing to read "S. Jain", written over a horizontal line.

Mr. Sukhpal Singh Jain
Director

Annexure - I

1. **Duration of contract:**

This contract has been entered into for a fixed term starting on 15th March 2024 and will end on 14th March 2026

2. **Hours of Work:**

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 The Mille First Floor, 1000 Great West Road, London TW8 9DW.

4. **Job Description:**

Attached to this contract is a job description (Annexure III). The attached job description forms an integral part of this contract. You will acknowledge the contents there of by signing this contract.

5. **Salary:**

You will be paid an annual Gross 40000 pounds. Salary Structure is mentioned in Annexure II.

6. **Holiday allowance:**

You are entitled to 28 days, this includes the statutory minimum holiday entitlement of 20 days, to which 8 days public and bank holidays have been added. This does not include special bank holidays, which may be given at the employer's discretion, holiday in each complete calendar year, including bank and public holidays. We shall not pay you in lieu of untaken holiday.

7. **Sickness:**

If you are unable to perform your duties because of illness or injury, you will inform the Manager via the reason for the absence no later than 9:00 AM on the day of the absence or as soon as reasonably possible. If the absence extends beyond 7 days; you will obtain and provide the Manager with a certificate or note from the doctor corroborating such illness or injury.

8. Probation Period:

You will be on probation for a period of Three (3) months i.e., Ninety Days (90) days probationary period during which your performance and suitability for employment will be evaluated. It is understood that the probationary period is designed to determine your suitability for continued employment by assessing your skills, performance, and interpersonal relationships. It is also a time for you to assess Marquis Technologies Limited as your employer. During the probation period your absence at the client's place may not be entertained. Employment may be terminated at any time in this probationary period without any warnings or notice or pay in lieu of such notice. Marquis Technologies Limited can at its discretion extend the probation period, as it deems necessary or terminate your employment, as the case may be.

During probation period, if the management felt that your work, conduct, or behavior is not satisfactory; your services would be terminated at any time without assigning any reason thereof and without any notice period or salary in lieu of notice period.

9. Notice Period:

Your employment can be terminated by Marquis Technologies Limited at any time by giving notice of 30 days' notice in writing or payment in lieu. The employee if willing to terminate this offer shall do so by giving notice of 30 days' notice. However, under no circumstances the employee is at liberty to terminate this offer during the period of the Contract signed and executed at the time of joining. Marquis Technologies Limited shall have the sole discretion to accept his/her resignation and relieve an employee on determination of the contract.

10. Expenses related to daily work:

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. 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.

11. Confidentiality:

In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes, and plans. 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 Limited or thereafter. In the event of you contravening this confidentiality provision while in service of Marquis Technologies Limited or thereafter then Marquis Technologies Limited 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 Limited, except with the prior written approval of the Authorized Person of Marquis Technologies Limited. Detailed NDA will be signed by you before joining.

13. Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, process, adaptation 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 Limited, in connection with or in any way affecting or relating to the business of Marquis Technologies Limited or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to Marquis Technologies Limited and shall belong to and be the absolute property of Marquis Technologies Limited.

14. You will be responsible for the safe keep and the return in good condition and order, of all property such as equipment, computers, books, etc., which may be in your use, custody, care or charge. Marquis

Technologies Limited 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 Limited deems proper in the event of your failure to account for such property to the satisfaction of Marquis Technologies Limited.

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 Territory, on behalf of any Competitive Business perform the same or substantially the same Job Duties.

Not to make available any document either prepared by me or brought to my attention/ consideration during the tenure in Marquis Technologies Limited to any person connected with the industry or otherwise. Not to make available any document after the removal of the logo of the organization Marquis Technologies Limited and other associates to camouflage the document. You shall not divulge any knowledge information etc. acquired during the tenure at Marquis Technologies Limited.

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

Not to solicit my colleagues in Marquis Technologies Limited. both currently working and those



who have worked in the past, in Marquis Technologies Limited. and associated companies, to offer their own services for some other company or induce them to secure the services of other people.

Not to solicit my colleagues both present and past in Marquis Technologies Limited. to recommend others – Associated with Marquis Technologies Limited for services in any other organization.

You shall not offer any comments on any activities of Marquis Technologies Limited. or individuals working in Marquis Technologies Limited 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, at any time during your Employment with the Employer or for a period of 1 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 Contract), 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, 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 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.

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 Contract), either individually or through any company controlled by you and either on your behalf or on behalf of any other person competing or endeavoring to compete with the Employer, directly or indirectly solicit for employment, or endeavor 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 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 Territory, on behalf of any Competitive Business perform the same or substantially the same Job Duties. Not to make available any document either prepared by me or brought to my attention/consideration during the tenure with company to any person connected with the industry or otherwise. Shall not inform anyone of the business activities of the Company either as of now or projected and planned for the future.



18. Social Media Policy:

You covenant and agree that, during the term of your employment with Marquis Technologies the and after your employment with Marquis Technologies Limited 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, the employee of Marquis Technologies Limited 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. You agree and understand there is 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 Limited.

Annexure II

Please find the below salary structure:

Pay Period	Tax Code	Total Payments	Basic Payment	Employee NIC	Tax Deducted	Net Pay	Employer NIC	Employer Pension
Apr-23	1257L	3,333.33	3,333.33	274.24	457	2,435.42	355.39	100
May-23	1257L	3,333.34	3,333.34	274.24	457	2,435.42	355.39	100
Jun-23	1257L	3,333.33	3,333.33	274.24	457	2,435.42	355.39	100
Jul-23	1257L	3,333.34	3,333.34	274.24	457	2,435.42	355.39	100
Aug-23	1257L	3,333.33	3,333.33	274.24	457	2,435.42	355.39	100
Sep-23	1257L	3,333.34	3,333.34	274.24	457	2,435.42	355.39	100
Oct-23	1257L	3,333.33	3,333.33	274.24	457	2,435.42	355.39	100
Nov-23	1257L	3,333.34	3,333.34	274.24	457	2,435.42	355.39	100
Dec-23	1257L	3,333.33	3,333.33	274.24	457	2,435.42	355.39	100
Jan-24	1257L	3,333.33	3,333.33	228.53	457	2,481.13	355.39	100
Feb-24	1257L	3,333.33	3,333.33	228.53	457	2,481.13	355.39	100
Mar-24	1257L	3,333.33	3,333.33	228.53	457	2,481.13	355.39	100
Total		40,000.00	40,000.00	3,153.75	5,484.00	29,362.17	4,264.68	1,200.00

Annexure III

Job Description:

- Pre-Launch mobile device testing, Handset Testing, Mobile chipset Testing, and Prototype models.
- Your main task will be to perform 5G NR testing which includes Testing & R&D support related to Performance, Functionality, Usability, Communication Protocols
- Should have Knowledge of LTE and LTE-A technologies and concepts (IMS, VoLTE, VoWiFi, CSFB, SRVCC, Carrier Aggregation).
- Filed testing Sanity testing, Feature testing, Functional testing, System testing, Device Flashing, Compatibility testing, Retesting, Regression Testing, Performance testing, Load testing, Stress testing, Mobility and Stationary testing of 4G and 5G LTE smartphones in mobile handsets in India and Abroad.
- Device acquisition, flashing on latest SW built, performing stationary, mobility testing, Network Testing.
- UI Testing, Integration Testing, Regression Testing, Network Testing, 4G and 5G LTE Testing.
- Log capturing on logging tools like QxDM, ELT, Wireshark, ADB, ODL.
- Network related protocol testing on different national operators.
- Performing debugging analysis in LTE and VoLTE technologies for finding the possible root cause.
- Execute Field test cases to verify the call performance, voice quality Hand overs and data, performance, and location functionality of mobile phones.
- End user product testing and benchmarking of Mobile phone products, Performance, and location functionality of mobile phones.
- Aware of logging tools like QxDM, QCAT, Wireshark, STT, ELT etc
- Preparation of bug & test summary report, Execution of test cases on GSM, WCDMA/UMTS, LTE, IRAT and VoLTE, Involvement in Test plan Preparation and preparation of test strategy.

Skill required:

- Good knowledge/Experience in windows Android mobile.
- Knowledge on QXDM, QPST QCAT tool, Mediatek, Spreadtrum or QUALCOMM chipset will be an added Advantage.
- Should have knowledge on 5G Architecture.
- Should have Knowledge of LTE and LTE-A technologies and concepts (IMS, VoLTE, VoWiFi, CSFB, SRVCC, Carrier Aggregation).
- Should have Knowledge of UMTS/WCDMA/GPRS/EDGE.
- Should have Knowledge of Call Flow (Call/Data flow, LTE Call/Data flow, IMS call flow).



Annexure IV

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** any other tasks and/or assignments. I may perform for and to Marquis Technologies Limited. including its affiliated companies [and representatives] (hereinafter “MARQUIS TECHNOLOGIES LIMITED.”).

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 LIMITED. or other companies of the MARQUIS TECHNOLOGIES LIMITED. - Group or affiliates, sub-contractors, other contractors and/or customers of MARQUIS TECHNOLOGIES LIMITED. or any other information of MARQUIS TECHNOLOGIES LIMITED. in respect of which MARQUIS TECHNOLOGIES LIMITED. 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 may available the information to third parties (including but not limited to my employer, representatives or advisor of the employer or my colleagues/workmates) without the prior written consent of MARQUIS TECHNOLOGIES LIMITED. 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 LIMITED. or its employees, officers, directors, or agents, disclosed to me orally in internal / External discussions of such MARQUIS TECHNOLOGIES LIMITED. employees, officers, directors, or agents or otherwise available, shall be deemed especially sensitive confidential information of MARQUIS TECHNOLOGIES LIMITED. which I shall not disclose to anyone or use for any purposes.

I also agree not to use information without the prior written consent of MARQUIS TECHNOLOGIES LIMITED for any purpose other than for the purpose of fulfilling my duties under the order. Furthermore, I agree to return all information in my possession in whatever form to MARQUIS TECHNOLOGIES LIMITED. upon expiration or termination of the order without retaining any copies in whatsoever form thereof. Furthermore, I recognize that all the information received during or related to the order 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 LIMITED. and/or its licensor’s confidential and proprietary rights and to provide reasonable assistance to MARQUIS.



TECHNOLOGIES LIMITED. to secure patents, copyrights, or other forms of protection for such rights, title, interest, and intellectual property rights as belonging to MARQUIS TECHNOLOGIES LIMITED. in any country of the world.

I also agree the sub- contractor may disclose information regarding us under our relationship for confidential us by MARQUIS TECHNOLOGIES LIMITED.

This Non-Disclosure Agreement shall be valid during the whole term of the order 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 is shall pay MARQUIS TECHNOLOGIES LIMITED. as liquidated damages the amount of Euro 100,000/- (One Hundred Thousand Euro Only). I fully understand and agree that the payment of this liquidated damage would not be sufficiently remedy for any breach of obligations under this Non- Disclosure agreement and MARQUIS TECHNOLOGIES LIMITED. 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 LIMITED. or third parties on behalf and under direct authority of Marquis Technologies Limited. to process my personal data as deemed appropriate and necessary in the operations of Marquis Technologies Limited. in connection to the purpose of the Nondisclosure agreement and undertakings related to it. This process will be done in compliance with Marquis Technologies Limited. guidelines and applicable legislation. I acknowledge that as a global company, Marquis Technologies Limited. 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 Limited. I hereby give my consent that 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 Limited. and under a strict confidentiality obligation and by protected technical means.

Place: Mumbai

Date: 26th February 2024

Signature of Deputed Personnel: 

Name in BLOCK LETTERS: SANKET PAWAR