

CURRICULUM VITAE

NITESH KUSHWAHA (CIVIL ENGINEER)

Email Id – niteshk8542@gmail.com

Contact No -: +918542843065

Add-: Bhimpur, Salempur, Deoria, U.P, India.

✓ OBJECTIVE

To pursue a challenging career and be a part of organization, which provides me the opportunity to improve my skills and knowledge to growth along with the organization objective.

✓ TECHNICAL SKILLS

- ✓ Having knowledge of **Estimating, Costing, BBS, Surveying, Auto level, AutoCAD Drafting, Interior Designing, Furniture Design.**

✓ SOFTWARES

1. REVIT ARCHITECTURE
2. AUTOCAD 2D & 3D
3. SKETCHUP
4. MS OFFICE

✓ QUALIFICATION

10th - 2014 (UP BOARD).

12th – 2016 (UP BOARD).

Diploma in Civil Engineering – (2016 to 2019).

(Board of technical education Uttar Pradesh).

B. Tech in Civil Engineering – (2021 to 2025).

(Dr. A.P.J. Abdul Kalam Technical University, Lucknow).

✓ EXPERINCE

- Civil Engineer, **Poddar and Son's Construction & Planner Pvt Ltd, Ranchi, JK. (Jun.2019 – Aug.2020).**

✓ **Job Responsibilities: -**

- Working in Residential Building Project.
- Supervise all on-site construction activities related to residential house projects.
- Using AutoCAD Software create blueprints, floor plans, and other technical Drawings for engineering, manufacturing, or architectural projects.
- Construction activities, ensuring work is carried out according to plans and specifications.
- Supervision site work and site management, Laboure management, site planning.

- Technical Assistant Civil, **BSCPL Infrastructure Ltd, Nashik, MH. (Sep.2020 – July.2022)**

✓ **Job Responsibilities: -**

- Working in six lane state highway project (**Samruddhi Expressway**).
- Prepare drawing and drafting help of Auto Cad software.

- Structure Work, Bar bending Schedule, planning, Box culvert etc.
- Correction drawing and up to date with new Information.
- Maintain Quality of work.
- Daily planning and management, work monitoring.

▪ Transformation Lead Civil Engineer, **OYO HOTELS AND HOMES PVT LTD, MUMBAI, MAHARASTRA. (Jan.2025 – Jun.2025).**

✓ **Job Responsibilities: -**

- Track project progress, identify potential delays or issues, and take corrective actions to maintain the project schedule.
- Working in commercial Buildings.
- Daily progress report maintains and monitor construction work.
- Making rooms layout and planning, Interior designing of rooms according to hotel industry by help of Auto Cad software.
- Retrofitting of column, Beam, Slab.
- Using SketchUp make room interior or reception interior design.
- Construction activities, ensuring work is carried out according to plans and specifications.
- Supervision the plaster, brick work, flooring and other construction work.
- Also, supervision the renovation work like repair wall plaster, painting work, flooring repair, and other etc.

✓ **STRENGTH**

- | | |
|-----------------|--|
| 1. Leadership | 2. Problem- solving and decision - making. |
| 3. Teamwork | 4. Communication Skills |
| 5. Hard Working | 6. Management |

✓ **PERSONAL DETAILS**

- Passport No - V0129964
- D.O.B.: 10 - 12 – 1999
- Sex & Marital Status: Male & Single
- Nationality: Indian
- Languages Known: English, Hindi, Marathi.

✓ **DECLARATION**

- I hereby declare that the above-mentioned information is correct to best of my Knowledge.

DATE: ____ / ____ /202____

PLACE: _____

Nitesh Kushwaha

**DR. A.P.J. ABDUL KALAM TECHNICAL UNIVERSITY, UTTAR PRADESH,
LUCKNOW**



PROVISIONAL DEGREE CERTIFICATE

DATE OF ISSUE: 22/07/2025 **SR. NO.:** DOC000000411385

NAME : NITESH KUSHWAHA

FATHER'S NAME : LALMOHAN KUSHWAHA

ROLL NO. : 2104980009101

ENROLLMENT NO. : 210498000051674

COURSE : B.Tech

BRANCH : Civil Engineering

INSTITUTE NAME : DELHI INSTITUTE OF ENGINEERING & TECHNOLOGY, MEERUT

YEAR OF PASSING : 2024-25

RESULT : Pass

DIVISION : I-DIV

(Signature Of Institute Director)

Controller Of Examination
DR. A.P.J. ABDUL KALAM TECHNICAL
UNIVERSITY, UTTAR PRADESH, LUCKNOW

Note :

- As per Govt. notification no.3324/solah-1-2013(3)/2009 dated 31-10-2013, Mahamaya Technical University, Noida has been merged with G. B. Technical University, Lucknow and the University established after such merger shall be called Uttar Pradesh Technical University, Lucknow
- As per Govt. notification no.2696/solah-1-2015-1(30)/2009 dated 16.09.2015 Uttar Pradesh Technical University, Lucknow has been renamed as Dr. A.P.J. Abdul Kalam Technical University, Uttar Pradesh, Lucknow.



भारत सरकार

Government of India



नितेश कुशवाहा

Nitesh Kushwaha

जन्म तिथि / DOB : 10/12/1999

पुरुष / Male



9761 8610 0948

मेरा **आधार**, मेरी पहचान



भारतीय विशिष्ट पहचान प्राधिकरण

Unique Identification Authority of India

पता: S/O: लाल मोहन कुशवाहा, भीमपुर, दुमवालिया,
देवरिया, उत्तर प्रदेश, 274509
Address: S/O: Lal Mohan Kushwaha, Bhimpur,
Dumwalia, Deoria, Uttar Pradesh, 274509



9761 8610 0948



1947



help@uidai.gov.in

www

www.uidai.gov.in

भारत गणराज्य
REPUBLIC OF INDIA



सत्यमेव जयते
पासपोर्ट
PASSPORT

एन गवर्नल अ 36 पृष्ठा ॥ This Passport contains 36 pages.

भारत गणराज्य REPUBLIC OF INDIA

इसके द्वारा, भारत गणराज्य के राष्ट्रपति के नाम पर, उन सभी से जिनका इससे संबंध हो, अनुरोध एवं अपेक्षा की जाती है कि वे धारक को बिना किसी रोक-टोक के स्वतंत्र रूप से आने-जाने दें और उसे हर तरह की ऐसी सहायता और सुरक्षा प्रदान करें जिसकी उसे आवश्यकता हो।

THESE ARE TO REQUEST AND REQUIRE IN THE NAME OF THE PRESIDENT OF THE REPUBLIC OF INDIA ALL THOSE TO WHOM IT MAY CONCERN TO ALLOW THE BEARER TO PASS FREELY WITHOUT LET OR HINDRANCE AND TO AFFORD HIM OR HER, EVERY ASSISTANCE AND PROTECTION OF WHICH HE OR SHE MAY STAND IN NEED.

भारत गणराज्य के राष्ट्रपति के आदेश से
BY ORDER OF
THE PRESIDENT OF THE REPUBLIC OF INDIA



Peeyush Verma

पीयूष वर्मा
PEEYUSH VERMA
Minister, External Affairs
Regional Passport Officer
Artistic, Lucknow
Passport Office, Lucknow



34

वीजा / VISA



V0129964

पिता / कानूनी अभिभावक का नाम / Name of Father / Legal Guardian

LALMOHAN KUSHWAHA

माता का नाम / Name of Mother

VIDYWATI DEVI

पति या पत्नी का नाम / Name of Spouse

• / Address

VILL BHIMPUR POST DUMWALIYA

PS SALEMPUR, DEORIA

PIN: 274509, UTTAR PRADESH, INDIA

पुराने पासपोर्ट का नं. और इसके जारी होने की तिथि एवं स्थान / Old Passport No. with Date and Place of Issue

फाइल नं. / File No.

LK1064437957219



BOARD OF TECHNICAL EDUCATION U.P.

STATEMENT OF MARKS
FINAL YEAR - 2019

19006086

INSTITUTE NAME: (1127) J.P INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY, POST-RAJ PURA, MAWANA ROAD, MEERUT
BRANCH NAME: (922) THREE YEAR DIPLOMA COURSE IN CIVIL ENGINEERING
STUDENT NAME: NITESH KUSHWAHA **FATHER NAME:** LALMOHAN KUSHWAHA
ENROLLMENT NO.: E1612732200033



| SEMESTER : 05 -- ROLL NO 1992211275025 | | | MARKS | | | SEMESTER : 06 -- ROLL NO 2992212206025 | | | MARKS | | |
|--|--|------|-------|------|------------------------|--|------------------------------------|------|-------|--|--|
| PAPER CODE | PAPER NAME | MAX. | MIN. | OBT. | PAPER CODE | PAPER NAME | MAX. | MIN. | OBT. | | |
| ** THEORY ** | | | | | | | | | | | |
| 922501 | DESIGN OF REINFORCED CONCRETE STRUCTURES | 50 | 17 | 29 | 922601 | ENVIRONMENTAL POLLUTION & CONTROL | 50 | 17 | 23 | | |
| 922502 | TRANSPORTATION ENGINEERING | 50 | 17 | 28 | 922602 | DESIGN OF STEEL & MASONARY STRUCTURES | 50 | 17 | 25 | | |
| 922503 | ESTIMATING COSTING & VALUATION | 75 | 25 | 45 | 922603 | CONSTRUCTION, MANAGEMENT ACCOUNTS & ENTREPRENEURSHIP DEVELOPMENT | 50 | 17 | 22 | | |
| 922504 | SURVEYING-II | 50 | 17 | 23 | 922604 | CIVIL ENGINEERING DRAWING-II | 75 | 25 | 30 | | |
| 922505 | IRRIGATION ENGINEERING | 50 | 17 | 30 | 922605 | EARTHQUAKE ENGINEERING | 50 | 17 | 33 | | |
| ** PRACTICAL ** | | | | | | | | | | | |
| 922521 | SURVEYING-II | 100 | 40 | 60 | ** PRACTICAL ** | | | | | | |
| 922522 | INTEGRATIVE COMMUNICATION | 40 | 16 | 30 | 922621 | PROJECT WORK | 100 | 40 | 90 | | |
| 922523 | CIVIL LAB-III (RCC & TRANS.) | 80 | 32 | 55 | 922622 | FIELD EXPOSURE | 40 | 16 | 36 | | |
| ** SESSIONAL/GAME/DISCIPLINE ** | | | | | | | | | | | |
| 922551 | SESSIONAL | 220 | 181 | | 922651 | SESSIONAL | 175 | 135 | | | |
| 922552 | GAMES | 15 | 15 | | 922652 | GAMES | 15 | 15 | | | |
| 922553 | DISCIPLINE | 10 | 10 | | 922653 | DISCIPLINE | 10 | 10 | | | |
| ** CARRY OVER ** | | | | | | | | | | | |
| 922661 | | | | | | | CARRY OVER I & II SEMESTER (30%) | 342 | 228 | | |
| 922662 | | | | | | | CARRY OVER III & IV SEMESTER (70%) | 854 | 556 | | |



GRAND TOTAL : 1709 / 2551 RESULT PASS DIVISION FIRST



CHECKED BY:

manj

RESULT DECLARED ON: 13/08/2019

PRINCIPAL
SEAL AND SIGNATURE

(Abhinav Agarwal)
Director
J.P Institute of Hotel Management
& Catering Technology, Meerut

1127
Serial No. 19005262
(क्रम संख्या)

Enrollment No. E1612732200033
(नामांकन संख्या)

BOARD OF TECHNICAL EDUCATION, U.P. LUCKNOW
(प्राविधिक शिक्षा परिषद्, उत्तर प्रदेश लखनऊ)



NITESH KUSHWAHA

This is to certify that.....

having completed..... **THREE** year..... **DIPLOMA COURSE**

CIVIL ENGINEERING
in

J.P. INSTITUTE OF HOTEL MANAGEMENT & CATERING TECHNOLOGY, MEERUT
from and

passed the Final/MPECS Examination **SEM EXAM MAY 2019** in **FIRST** Division

He/She is here by awarded..... **DIPLOMA COURSE** in

CIVIL ENGINEERING

नितेश कुशवाहा

प्रमाणित किया जाता है कि ने

तीन वर्षीय **डिप्लोमा** पाठ्यक्रम

सिविल इंजीनियरिंग में

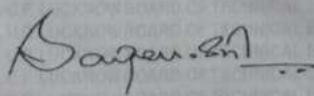
जे०पी० इंस्टीट्यूट आफ होटल मैनेजमेंट एण्ड कैंटरिंग टेक्नालॉजी, मेरठ संस्था

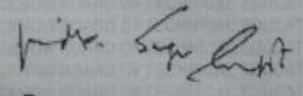
से अध्ययन करते हुए वार्षिक / एमपेक्स परीक्षा **सेमेस्टर परीक्षा मई-2019** में **प्रथम**

श्रेणी में उत्तीर्ण की। इन्हें **सिविल इंजीनियरिंग**

पाठ्यक्रम में **डिप्लोमा** प्रदान किया जाता है।

13/09/2019
Lucknow, Dated:
लखनऊ, दिनांक


संजीव कुमार सिंह
Secretary
सचिव


विद्या सागर गुप्ता
Chairman
सभापति

क्रमांक (Sr. No.)
2264192

77035186

माध्यमिक शिक्षा परिषद्, उत्तर प्रदेश

Board of High School and Intermediate Education, U.P.



इण्टरमीडिएट परीक्षा - २०१६ Intermediate Examination - 2016

प्रमाणपत्र-सह-अंकपत्र (CERTIFICATE-CUM-MARKS SHEET)

| अनुक्रमांक Roll No. | जनपद/केन्द्र/विद्यालय कोड Dist./Centre/School Code | संस्थागत/व्यक्तिगत Regular / Private | परीक्षा प्रकार Exam. Type | विषय-वर्ग Subject-Group | प्रमाणपत्र क्रमांक Certificate No. |
|------------------------|---|---|------------------------------|----------------------------|---------------------------------------|
| 2215383 | 77/09997/1147 | REGULAR | FULL EXAM | B-SCIENCE | 77035184 |

प्रमाणित किया जाता है कि (This is to certify that)

परिषद् के अभिलेखानुसार (according to the Board's record)- **NITESH KUSHWAHA**
आत्मज/आत्मजा श्रीमती (son/daughter of Mrs.)- **VIDYAWATI**
एवं श्री (and Mr.)- **LALMOHAN KUSHWAHA**
ने फरवरी/मार्च 2016 की इण्टरमीडिएट परीक्षा विद्यालय/केन्द्र (has passed Intermediate Examination held in February/March 2016
from School/Centre)- **B P S D I C MAHADHA CHAKARAVA DEORIA**
से श्रेणी (with division)- **FIRST HONS** में उत्तीर्ण की है।
परीक्षार्थी द्वारा उत्तीर्ण विषयों के प्राप्तांक निम्नवत हैं (Marks obtained by the candidate in passed subjects are as under) :-

| विषय Subject | अधिकतम अंक Max. Marks | प्रश्नपत्रवार प्राप्तांक Paper-wise Obtained Marks | | योग Total | सम्पूर्ण योग एवं परीक्षाफल Grand Total & Result |
|-----------------|--------------------------|---|------|--------------|--|
| GENERAL HINDI | 100 | 1/28 | 2/35 | 063 | |
| ENGLISH | 100 | 1/41 | 2/41 | 082D | |
| MATHEMATICS | 100 | 1/46 | 2/40 | 086D | 396/500 |
| PHYSICS | 100 | 1/21 | 2/22 | P/29 072 | PASSED |
| CHEMISTRY | 100 | 1/31 | 2/33 | P/29 093D | |
| SPORT & PHY EDU | 100 | T/42 | | P/42 084 | |

Note :- Marks of Sports and Physical Education will have no effect on overall Result.

'D' indicates Distinction in that particular subject,
'HONOURS' indicates candidate "passed with honour"
Note : For Important Instructions see overleaf

तिथि (Date)- **15TH MAY, 2016**
स्थान (Place)- **Allahabad, Uttar Pradesh**



श्रीमती शैल यादव
(Smt. Shail Yadav)
सचिव (Secretary)

77103155

क्रमांक (Sr. No.)

1723846

माध्यमिक शिक्षा परिषद्, उत्तर प्रदेश

Board of High School and Intermediate Education, U.P.



हाईस्कूल परीक्षा - २०१४

High School Examination - 2014

प्रमाणपत्र-सह-अंकपत्र (CERTIFICATE-CUM-MARKS SHEET)

| अनुक्रमांक Roll No. | जनपद/केन्द्र/विद्यालय कोड Distt./Centre/School Code | संस्थागत/व्यक्तिगत Regular / Private | परीक्षा प्रवर्ग Exam. Type | प्रमाणपत्र क्रमांक Certificate No. |
|------------------------|--|---|-------------------------------|---------------------------------------|
| 2875149 | 77/23564/1022 | REGULAR | FULL EXAM | 77164183 |

प्रमाणित किया जाता है कि (This is to certify that)

परिषद् के अभिलेखानुसार (according to the Board's record)-

NITESH KUSHWAHA

आत्मज/आत्मजा श्रीमती (son/daughter of Mrs.)-

VIDYWATI DEVI

एवं श्री (and Mr.)-

LALMOHAN KUSHWAHA

जिनकी जन्मतिथि (whose date of birth is)-

10TH DECEMBER NINETEEN HUNDRED NINETY NINE (10-12-1999)

ने मार्च/अप्रैल 2014 को हाईस्कूल परीक्षा विद्यालय/केन्द्र (has passed High School Examination held in March/April 2014 from School/Centre)-

JANTA I C CHAKARAWA BARASIPAR DEORIA

से निम्न विवरणानुसार उत्तीर्ण की है (with the following details):-

| विषय Subject | अधिकतम अंक Max. Marks | प्राप्तांक Obtained Marks | | योग Total | ग्रेड Grade | परीक्षाफल Result |
|-----------------|--------------------------|---------------------------|-------------------------|--------------|----------------|---------------------|
| | | सैद्धान्तिक (Theory) | प्रयोगात्मक (Practical) | | | |
| HINDI | 100 | 057 | 028 | 085 | A2 | PASSED |
| ENGLISH | 100 | 058 | 029 | 087 | A2 | |
| MATHEMATICS | 100 | 038 | 029 | 067 | B2 | |
| SCIENCE | 100 | 054 | 028 | 082 | A2 | |
| SOCIAL SCIENCE | 100 | 055 | 027 | 082 | A2 | |
| DRAWING | 100 | 050 | 029 | 079 | B1 | |

No divisions are awarded

Category of Moral, Sports and Physical Education-

A

तिथि (Date)-

30TH MAY, 2014.

स्थान (Place)- Allahabad, Uttar Pradesh

शकुन्तला देवी यादव

(शकुन्तला देवी यादव)
सचिव (Secretary)

Note : For Important Instructions see overleaf.

BSCPL/HO-HR/REC/2020/124
09-September-2020



To
Mr. Nitesh Kushwaha
S/o Sri Lal Mohan Kushwaha
Bhimpur, Dumwalia,,
Deoria,
Uttar Pradesh - 274509.

Dear Mr.Nitesh,

Congratulations...!!!

Sub: Offer of Employment

Further to your application and the interview you had with us on 08-September-2020, we are pleased to offer you an employment in the services of the Company on the following primary terms:

- i. You will be Designated as **"Technical Assistant - Civil"**
- ii. Your Annual CTC will be **Rs.1,43,154** (Rupees One lakh Forty Three Thousand One Hundred Fifty Four Only)
- iii. Your Job Location / Site will be **Nashik Project, Maharashtra**
- iv. Your Date of Joining will be on **14-September-2020**

You shall be on probation for a period of Six months, after which you shall be confirmed subject to satisfactory performance during probation.

This offer is subject to production of required documents. The detailed appointment letter shall be issued upon your joining.


This offer letter signifies your commitment to work with the organization minimum for a period of three years to be mutually beneficial and the candidate to take their career forward with responsibilities in the Company. In case of breach of this condition, the company will deduct a token training expenditure of 10% on your paid salary from date of joining.


Please signify your acceptance of this offer by signing below and return the same for our records.

We heartily welcome you to Our BSCPL Family and look forward to having you onboard soon!

Validity: This Offer is valid for the period up to the date of joining as mentioned. You are requested to write to us (email: hohrd@bscpl.net) in the case of any delay in the joining for our review and approval.

For BSCPL Infrastructure Ltd


V Jagadeesh
Chief General Manager



Acceptance of the Offer

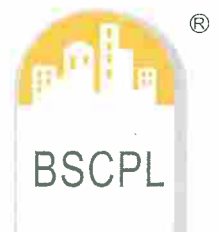
| Candidate Name | Date | Candidate Signature |
|----------------|------|---------------------|
| | | |

BSCPL Infrastructure Ltd. CIN : U45203TG1998PLC029154

8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034.

Tel : +91 40 23307704, 23307831, Fax : +91 40 23307385,

Email : info@bscpl.net web : www.bscpl.net



Friday, August 26, 2022

Ref: BSCPL/HO-HR/C&B/2022/181

Mr. Nitesh Kushwaha

Emp ID: 499205

Technical Assistant - Civil

Location: Nashik Road Project, Maharashtra.

Dear Mr. Nitesh Kushwaha,

Sub: Relieving from the Services.

This refers to your letter of resignation and subsequent our discussions.

This is to communicate that your resignation has been accepted by the management and you stand relieved from the responsibilities and services of the Company on closing hours of 31 July 2022.

You will be advised of the status of your F & F Payment upon completion of the full and final processes and the settlement will be done accordingly.

We wish to draw your attention to your continuing obligation of maintaining confidentiality with respect to any information proprietary and confidential in nature of the Company that you had access to during the course of your association.

In case you are a member of the provident fund, you are requested to let's know whether you would like to take the transfer of your account or withdraw to enable us to do the needful accordingly.

All your future queries be addressed to hohrd@bscni.net / Oavroll@bscol.net

We value your services rendered to our organization and wish you all the very best for the future.

For BSCPL Infrastructure Limited



V Jagadeesh
Vice President

BSCPL Infrastructure Ltd. CIN : U45203TG1998PLC029154

8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034.

Tel : +91 40 23307704, 23307831, Fax : +91 40 23307385,

Email : info@bscpl.net web : www.bscpl.net





Nitesh Kushwaha

3 Jan 25

| 1. Position Title | 2. Grade | 3. Date of Joining | 4. Location |
|---------------------|-----------------|--------------------|-------------|
| Transformation Lead | 1B.Sr Executive | January 7 2025 | Mumbai |

Dear Nitesh Kushwaha

We are pleased to extend you an offer to join OYO Hotel and Homes Private Limited (“OYO” or “the Company”) as **Transformation Lead, 1B.Sr Executive** .

This letter will memorialize the terms of your employment by OYO. Your employment is contingent on your ability to demonstrate your employment eligibility by providing documentation as may be required. However, if considered expedient and necessary, at any point in time we may conduct background checks on you on our own or through a third party. You hereby consent to any such background checks and undertake to co-operate if so requested by us. We look forward to your joining and helping us grow the Company's business!

Start Date: **January 7 2025** or earlier. Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **January 7 2025**, the Company shall be entitled to forthwith terminate this employment agreement, without any notice to you.

Place of Work: Your assigned work location is India>West>Mumbai

You shall comply and abide by all the policies of the OYO group (and changes/revisions thereto effected from time to time), including the Code of Conduct and changes/revisions thereto effected from time to time, as applicable to you, during your employment with OYO.

The terms of your employment are as follows:

1. **Posting:** The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad or to any affiliates, associates or subsidiaries of OYO, as may be decided by OYO from time to time.

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



2. **Leave and Working Hours:** You will be entitled to leave as per company policy, subject to the applicable law, and will observe the working hours as may apply to your category of employees and location of posting.
3. **Salary/Compensation:** Your annual Compensation to be **INR 5,90,000** (refer to Annexure - B for the detailed break-up of salary details), subject to deductions of withholding taxes and/or any other taxes under applicable laws, which shall be paid to you in monthly arrears on or before last day of the month. You hereby authorize OYO to deduct any amount from your compensation, which is owned by you to OYO, including any overpayment, recoveries, loans and advances at your end.
4. **Fulfillment Obligation:** Any cash bonuses, relocation or other expenses paid over and above the normal salary are recoverable by the Company for the first 365 days of employment should you terminate your employment within 365 days of your date of joining or as per recovery or clawback time period mentioned for such payment, whichever date is later.
5. **Confidentiality and Invention Assignment:** Your employment is conditional upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you agree to abide by their terms even after the termination of your employment.
6. **Non-Solicitation of Customers:** You agree that during the term of your employment and for a further period of 24 (twenty-four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company. Restricted Business means any business function with a direct competitor of the Company or any Subsidiary that is substantially similar to the business function performed by OYO.
7. **Non - Solicitation and Non-Hire of Company Employees:** You agree that during the term of your employment and a further period of 24 (twenty-four) calendar months after separation from the Company, for whatever reasons, you shall not either directly or indirectly solicit or entice away or endeavour to solicit or to entice away or assist any other person to solicit or hire or entice away from the Company, any Company-employee.
8. **Right of the previous employer:** You represent and warrant that you are not under any contract, agreement or restrictive covenant, and have not previously executed any documents with any other person, firm, association, or corporation, that will, in any manner, prevent you from performing any of the job duties and responsibilities that may be assigned to you from time to time by the Company. You also represent and warrant that you will not bring and have not brought with you to the Company and that you will not use in the course and scope of my employment with the Company any confidential, proprietary and/or trade secret materials, documents or information that you obtained from a former employer or other individual or entity, without the express written authorization of the pertinent former employer or other individual or entity. You agree that, during my employment with the Company, You will not breach any obligation or duty to maintain confidentiality

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



and not to disclose or use confidential information that you may owe to any former employer or other individual or entity, and you agree to fulfil and comply with any and all such obligations and duties during your employment by the Company.

9. **Development:** You will make full and prompt disclosure to the Company of all inventions, discoveries, designs, developments, methods, modifications, improvements, processes, algorithms, databases, computer programs, formulae, techniques, trade secrets, graphics or images, and audio or visual works and other works of authorship (collectively “Developments”), whether or not patentable or copyrightable, that are created, made, conceived or reduced to practice by you (alone or jointly with others) or under your direction during the period of my employment. You acknowledge that all work performed by you is on a “work for hire” basis, and you hereby do assign and transfer and, to the extent any such assignment cannot be made at present, will assign and transfer, to the Company and its successors and assigns all your right, title and interest in all Developments that (a) relate to the business of the Company or any of the products or services being researched, developed, manufactured or sold by the Company or which may be used with such products or services; or (b) result from tasks assigned to you by the Company; or (c) result from the use of premises or personal property (whether tangible or intangible) owned, leased or contracted for by the Company (“Company- Related Developments”), and all related patents, patent applications, trademarks and trademark applications, copyrights and copyright applications, and other intellectual property rights in all countries and territories worldwide and under any international conventions (“Intellectual Property Rights”).

10. **Enforcement of Intellectual Property Rights:** You will cooperate fully with the Company, both during and after your employment with the Company, with respect to the procurement, maintenance and enforcement of Intellectual Property Rights in Company-Related Developments. You will sign, both during and after the term of this agreement, all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company may deem necessary or desirable in order to protect its rights and interests in any Company-Related Development. If the Company is unable, after reasonable effort, to secure your signature on any such papers, You hereby irrevocably designate and appoint each officer of the Company as your agent and attorney-in-fact to execute any such papers on your behalf and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any Company-Related Development.

11. **Probation, Confirmation & Termination:**

A. You will be on probation for 90 Days from the date of your appointment, where after, post completion of 90 Days your services with the Company stands confirmed unless otherwise notified in writing through the HR team. The Company reserves the right to reduce or extend your probation period at its absolute discretion.

B. During the probation period/ extended period of probation, the Company shall be entitled to terminate your employment without cause at any time by giving you 7 calendar days” notice or salary in lieu thereof. However, in case of cause, the Company can terminate your employment immediately. If you wish to terminate your employment with the Company during the probation period/ extended period of probation, then you shall be required to serve 7 calendar days” notice period from the day next to resignation or salary in lieu thereof. During the notice period, you shall not be entitled to any paid or unpaid leave and the notice period cannot be adjusted by any accrued leave. The decision of waiving the notice period lies at the sole discretion of the

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



Company.

C. Post probation confirmation, the Company shall be entitled to terminate your employment, without cause, at any time by giving you 30 days" notice (or such higher notice as may be applicable to you with the change of your employment band/grade) or salary in lieu thereof. You are also bound to provide the company with **30 days' notice** period (or such higher notice as may be applicable to you with the change in your employment band/grade) from the day next to resignation or salary in lieu thereof. During the notice period, you shall not be entitled to any paid or unpaid leave and the notice period cannot be adjusted by any accrued leave. The decision of waiving the notice period lies at the sole discretion of the Company.

12. **Confidentiality:** You shall not, either during your employment or at anytime thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information (as defined hereinafter), which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to the information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

For the purposes of this Agreement, „Confidential Information" in relation to the Company means:

- A. Trade secrets;
- B. List or details of its partner hotels, suppliers, vendors or customers and their services or terms of business;
- C. Marketing plans and revenue forecasts;
- D. Any proposals relating to the future of the Company and any of its businesses or any part thereof;
- E. Details of its directors, officers and employees and of the remuneration and other benefits paid to them, including remuneration and benefits paid to you;
- F. Information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or services of the Company, any information given to the Company in confidence by partner hotels, suppliers, vendors, customers or other persons and any other information (whether or not recorded in documentary form, or on any medium) which is confidential or is commercially sensitive and is not in public domain, and
- G. Any other information which is notified to you as confidential.

13. **Personal Information:** During the course of your employment with the Company, you may provide the Company with confidential data or information that can be linked to you personally, or otherwise personally identifies you, including but not limited to your financial information, email address, addresses, telephone numbers, shareholdings, physiological and/or mental health information, and medical records and history (your Personal Data). You acknowledge that the Company may collect, use, transfer, store or otherwise process (Process) such Personal Data as required per the Company" s policies, to facilitate the conduct of the Company" s business, to conduct background checks, check conflicts or maintain independence, finance and accounting purposes or for quality and risk management purposes The Company will Process your Personal Data in accordance with applicable law and professional obligations and shall ensure that any service provider who Processes Personal Data on our behalf adheres to such requirements.

14. **Return of Company Assets:** Upon termination of your employment (however it arises) with OYO, you are

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



PERSONAL & CONFIDENTIAL(5/11)

obligated to forthwith return all assets of OYO within your possession on your last working day (without any loss or damage), failing which OYO reserves the right to take appropriate legal action against you and recover the cost for such damage or loss from you and take such other actions as available under the applicable laws.

15. **Retirement Age:** You shall retire from services of the Company on the last day of the month of your [57th] birthday.

16. **Outside Employment:** You shall devote your full time and attention to the performance of the duties incident to your position with the Company, and you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval of the Company.

17. **“Employee Agreement”:** To protect the interests of the Company, you will need to sign the Company's standard Terms & Conditions of Employment (attached as annexure A), invention assignment agreement, OYO Hotel and Homes Private Limited Confidentiality Agreement and conflict of interest agreement (collectively, the “Employee Agreements”) as a condition of your employment. You represent that your signing of this offer letter, and the Employee Agreements and your commencement of employment with the Company will not breach any agreement currently in place between yourself and current or past employers.

Please confirm that this letter sets forth the terms of your employment with the Company by countersigning a copy of this letter below. Your signature below indicates that you fully understand the terms of your employment with the Company and that you enter this Agreement knowingly and of your own accord.

Sincerely,

Director - Global Human Resource
(Authorized Signatory)

Nitesh Kushwaha

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



Annexure A
Terms & Conditions of Employment

1. During the term of your employment with OYO Hotel and Homes Private Limited, you may not engage in any employment or act in any way, that either conflict with your duties and obligations to OYO Hotel and Homes Private Limited, or is contrary to the policies or the interests of OYO Hotel and Homes Private Limited.
2. During the term of your employment with OYO Hotel and Homes Private Limited, you are required to disclose all material and relevant information, which may either affect your employment with OYO Hotel and Homes Private Limited currently or in the future or may be in conflict with the terms of your employment with OYO Hotel and Homes Private Limited, either directly or indirectly. If at any time during your employment, if OYO Hotel and Homes Private Limited becomes aware that you have suppressed any material or relevant information required to be disclosed by you, OYO Hotel and Homes Private Limited reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by OYO Hotel and Homes Private Limited.
3. You agree to conform to and comply with OYO Hotel and Homes Private Limited" s Policy and such other directions and guidelines which OYO Hotel and Homes Private Limited may from time to time give as per its own discretion.
4. Notwithstanding anything mentioned in this Agreement, OYO Hotel and Homes Private Limited may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or negligence in discharge of your duties or in conduct of the Company" s business or embezzlement, or misappropriation or misuse by you of OYO Hotel and Homes Private Limited" s property, or insubordination or failure to comply with the lawful directions given to you by persons so authorized, or your insolvency or conviction for any offense involving moral turpitude, or breach by you of any terms of this Agreement or Company" s policies or other documents or directions of the Company, or irregularity in attendance, or your unauthorized absence of from the place of work for more than three (3) working days, or upon you conducting yourself in a manner which is regarded by OYO Hotel and Homes Private Limited as prejudicial to its own interests or to the interests of its clients .
5. The Company may investigate or inquire about any reported misconduct against you. During the course of such investigation or inquiry, the Company may choose to place you on suspension with full or reduced pay or reduction of any incentive or bonus that has not accrued.
6. Notwithstanding anything aforesaid, termination of employment by you shall be subject to the satisfactory handing over of all your existing duties, obligations and projects.

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



PERSONAL & CONFIDENTIAL(7/11)

7. At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from OYO Hotel and Homes Private Limited on account of salary, bonus or any other such payments.
8. Any change in your duties or compensation during your employment with the Company or changes brought in employment with a policy shall not affect the validity of other terms of this agreement. In addition, if one or more of the provisions in this agreement are held unenforceable or void in law, then the remaining provisions will continue to be in full force and effect.
9. You are required to inform the management of any change in your personal details such as a residential address, marital status, etc. in writing within fifteen days of such change.
10. All files, letters, notes, memoranda, reports, records, data, sketches, drawings, notebooks, layouts, charts, quotations and proposals, specification sheets, or other written, photographic or other tangible material containing Confidential Business Information, whether created by you or others, which come into my custody or possession, are the exclusive property of the Company to be used by you only in the performance of your duties for the Company. Any property situated on the Company's premises and owned by the Company, including without limitation computers, disks and other storage media, filing cabinets or other work areas, is subject to inspection by the Company at any time with or without notice. In the event of the termination of your employment for any reason, you will immediately deliver to the Company all Company equipment and property in your possession custody or control, including but not limited to all files, letters, notes, memoranda, reports, records, data, sketches, drawings, notebooks, layouts, charts, quotations and proposals, specification sheets, or other written, photographic or other tangible material containing Confidential Business Information, and any other documents or materials of any nature pertaining to your work or the Company's business, and will not take or keep in your possession any of the foregoing or any copies.
11. You agree that the laws of India shall govern the interpretation and enforcement of this Agreement and the provisions of the Indian Arbitration and Conciliation Act, 1996, shall govern all disputes under this Agreement. The venue for the arbitration will be New Delhi.

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



PERSONAL & CONFIDENTIAL(8/11)

Annexure B

| Name | Nitesh Kushwaha | |
|-------------------------------------|---------------------|---------------|
| Designation | Transformation Lead | |
| Band | 1B | |
| Components | Annually | Monthly |
| FIXED | | |
| Basic | 2,06,500 | 17,208 |
| HRA | 1,03,250 | 8,604 |
| Statutory Bonus | 7,500 | 625 |
| Flexible compensation | 1,49,717 | 12,476 |
| Monthly Gross | 4,66,967 | 38,913 |
| RETIRALS | | |
| Employer contribution to PF | 21,600 | 1,800 |
| Gratuity | 9,933 | 828 |
| BENEFITS | | |
| Medical Insurance premium (approx) | 3,000 | 250 |
| Total Fixed CTC | 5,01,500 | 41,791 |
| Variable | 88,500 | |
| Grand CTC including Variable | 5,90,000 | 41,791 |

Director - Global Human Resource
(Authorized Signatory)

Nitesh Kushwaha

Note:-

- *CTC is subject to applicable tax deductions
- **Employer and employee"s contribution to the PF are included in the CTC
- ***Your variable pay shall be paid Monthly depending on your and company"s performance

A description of above components given in Annexure C.

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



Annexure C

| | |
|--|--|
| Basic | 35% of CTC, Paid monthly and taxable |
| HRA | Paid monthly and taxable; tax exemption is available subject to submission of original rent receipts and compliance with other conditions, as specified in the company policy |
| Statutory Bonus | Statutory Bonus is mandatory for employees with Gross salary of up to INR 21000 p.m. For people above this threshold, this component will not exist. This will be paid monthly. |
| Flexible compensation(This is NOT an addition to existing compensation) | |
| Car Lease | An employee can avail for Car lease policy as a part of the flexible component of the salary wherein an external vendor leases the car to OYO and Group entities (“the company”) which in turn provides the same to its employees |
| Fuel and Maintenance | Employee can claim for fuel and maintenance only in case they have opted for Car Lease. Employee can claim fuel and maintenance up to a maximum limit of INR 25000 per month in Payroll Portal by uploading the actual bills |
| Driver Salary | Employee can claim driver salary only in case they have opted for Car Lease. Employee can claim up to INR 20,000 per month (inclusive of any overtime and other charges) as the driver salary on Payroll Portal on uploading the actual bills |
| Meal Allowance | You can opt for Meal Allowance to reduce tax deduction from your salary. Paid monthly and tax free subject to submission of original bills for expenses at restaurants, coffee shops, bakeries, food stores, cafeterias etc. and compliance with other conditions, as specified in the company policy. |
| Broadband | Employee can claim up to INR 2,500 per month as the fixed line broadband benefit on Payroll Portal |
| Leave Travel Allowance(LTA) | You can opt for LTA to reduce tax deduction from your salary. If you join in the middle of the year, you will be entitled to LTA on a pro-rata basis. |
| House Rent Allowance | HRA as per the compensation structure is fixed as 50% of the Basic salary. HRA amount in excess to the monthly rental amount can be added to one or more other flexi benefit components to avail maximum tax benefit |
| National Pension Scheme(NPS) | You can opt for NPS to reduce tax deduction from your salary. Amount goes to NPS account of the employee |
| Retirals | |

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazzo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



PERSONAL & CONFIDENTIAL (10/11)

| | |
|---|---|
| Provident Fund | Provident fund contribution is calculated @ 12% on salary as employer's contribution the same amount is deducted from an employee's gross salary as an employee's contribution. Basic salary is capped at INR 15,000/month. However, post joining you can opt for Provident fund deduction on the entire basic salary. Provident Funds and Miscellaneous Provisions Act, provides for compulsory contributory funds for the future of an employee after retirement or for his dependents in case of his early death. Salary as defined in act will be used |
| ESIC | Is payable under ESIC Act and will have 0.75 % contribution from employee and 3.25% from the employer from salary as defined in the act. |
| Gratuity | It is payable as per Gratuity act on retirement or Employee leaving the company after minimum 5 years of continuous service. |
| Benefits | |
| Medical Insurance | Coverage of 5 Lakhs for self and immediate family (includes spouse & children) |
| Group Life and Personal Accident Insurance | Insurance coverage as per specified company policy to the insured person or his / her nominated beneficiary. |

Notes:

1. Any tax liabilities arising out of the salary payout shall be deducted as per the Income Tax Act, 1961
2. Tax computation shall be subject to investment declaration submitted by you
3. All the above components and benefits are as per company's policies, which are subject to change from time without an prior intimation
4. Professional Tax is subject to location

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253



Documents Required

To make the on-boarding process smooth. Kindly upload one copy of the below mentioned documents as soon as you receive an onboarding link from OYO.

- PAN Card Copy
- Aadhar Card Copy
- Permanent Address Proof
- Current Address Proof
- Mark sheet and pass certificate/degree from 10th till the highest qualification
- Last company" s Offer Letter/Appointment Letter copy (If applicable)
- Last company"s Increment letter copy (If applicable)
- Last three month"s Salary Slip from the previous employer (If applicable)
- Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted and you are relieved **clearly mentioning your last working day (If applicable) for all previous employers**)
- Canceled Cheque Copy with printed name(Bank Account Details)
- 3 photographs

You are requested to inform your HR coordinator well in advance in case you are unable to provide any of the above-mentioned documents before the joining day. In the absence of any of the above-mentioned documents, we will not be able to complete your joining.

Thanks

Team HR @ OYO

Acknowledgement

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance of signing and returning a copy of this letter to the firm on or before 10 days from date on this letter, failing which this offer stands automatically withdrawn by the firm without any further notice to you.

I understand that this agreement affects important rights. By Signing below, I certify that I have read it carefully and I am satisfied that I understand it completely

Signature of employee/candidate:

Date:

End of document

OYO Hotel and Homes Private Limited

Registered Office: Ground Floor-001, MAURYANSH ELANZA, SHYAMAL CROSS ROAD, NR. PAREKH HOSPITAL, SATELITE AHMEDABAD - 380015 INDIA

Corporate Office: 4th Floor, Spaze Palazo, Sector - 69, Gurugram, Haryana 122001, India

Phone no. 0124-4487253

