

Background Verification Report

Case Background Profile			
Name of Subject	Ketan Vashishtha		
Client	Doledge India (OPC) Pvt Ltd		
Date of Initiation	1-Apr-2025	Date of Report	31-May-2025
Process	Standard	Client Reference	Dol-178
Case Reference	DOL-51138	Date of Joining	1-Apr-2025
Level of check	Standard	Color code	GREEN

Executive Summary

Employment Check	UST Global (Singapore) Pte Limited, Singapore	Verified	Annexure 1
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Severity Grid

Result Definitions :-	
AMBER Inaccessible for verification / Unable to verify/ Additional Information/Documents required.	RED Major Discrepancy GREEN All Verified

Information in this report may only be used to verify statements made by an individual for employment purposes. The depth of information available varies. Although every effort has been made to assure accuracy foxivision Information cannot act as the guarantor of the information's accuracy or completeness. Final verification of an individual's identity and proper use of report contents are the user's responsibility. It is the user's responsibility to use these consumer reports fairly. foxivision is not responsible for employment decisions based on the information provided.

Annexure 1

Employment Check

UST Global (Singapore) Pte Limited, Singapore		
Details	Profile Provided Information	Entity Provided Information
Name of the Organization	UST Global (Singapore) Pte Limited, Singapore	Verified
CIN	Registration Number: 200722796N	Verified
Employment Period	April 16, 2018 To Not Mentioned	April 16, 2018 To March 31, 2021
Designation	Not Mentioned	Lead II - Software Testing
Employee Code	U68123	Verified
CTC	Not Mentioned	Not Disclosed
Reasons for Leaving	Not Mentioned	Not Disclosed
Subject's eligibility for rehire	Not Mentioned	Not Disclosed
Full & Final Formalities	Not Mentioned	Not Disclosed
Any Disciplinary/ Performance Issues	Not Mentioned	Not Disclosed
Response from referee	Copy of written confirmation is attached with supporting documents	-
Other Comment	All the information verified by the HR and found correct. Hence, Employment Verification Report is being forwarded as Clear	-
Date Of Verification	05-May-2025	-
Referee Name and Details	Employment Verification Team, employmentverification@ust.com	-
Verified By	Employment Verification Team	

5/6/25, 10:50 AM

RE: Employment Verification of Ketan Vashishtha - Sheetal Bhatt FOX I VISION - Outlook

 Outlook

RE: Employment Verification of Ketan Vashishtha

From employmentverification <employmentverification@ust.com>

Date Mon 5/5/2025 10:58 AM

To Sheetal Bhatt FOX I VISION <sheetal.bhatt@foxivision.com>; EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>

Cc employmentverification <employmentverification@ust.com>

Caution! This email is from an external source. Avoid clicking links or opening attachments unless the sender is known or trusted.

Hi Sheetal,

Please find the details below as per UST records.

Employee ID	U68123
Employee Name	Ketan Vashishtha
Date of Joining	16-Apr-18
Date of Reliving	31-Mar-21
Designation	Lead II - Software Testing

Thanks & Regards

Employment Verification Team



employmentverification@ust.com

www.ust.com

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5/6/25, 10:50 AM

RE: Employment Verification of Ketan Vashishtha - Sheetal Bhatt FOX I VISION - Outlook

US Technology International Private Limited

From: Sheetal Bhatt FOX I VISION <sheetal.bhatt@foxivision.com>
Sent: 03 May 2025 03:05 PM
To: employmentverification <employmentverification@ust.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>
Subject: Employment Verification of Ketan Vashishtha

This Message Is From an Untrusted Sender
You have not previously corresponded with this sender.

Dear HR Team,

Ketan Vashishtha applied for an employment and he listed your company as part of their employment history. We respectfully request your assistance for checking some of the details that were provided by the candidate on job application form.

Kindly, fill in the HR Feedback Column and help us completing the Employment Check process.

The Client Name: Doledge India

Particular	Candidate Claims	HR Feedback
Name of the Employee	Ketan Vashishtha	
Name of the company	UST Global (Singapore) Pte Limited	
Employee Code	U68123	
Period of Employment	April 16, 2018 To Kindly Confirm	
Designation	Kindly confirm	
Last Drawn Salary (Annual CTC)	Not Mentioned	

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5/6/25, 10:50 AM

RE: Employment Verification of Ketan Vashishtha - Sheetal Bhatt FOX I VISION - Outlook

Reporting Manager	Not Mentioned	
Reason for Leaving	Not Mentioned	
Performance at work	Not Mentioned	
Eligibility for Rehire	Yes/No	
Duties & Responsibilities	Not Mentioned	
If No, then (Please Provide the Reason)	As per the Company Policy	
	Any other Reason	
Any Integrity/ Disciplinary Issues (if any)	Details Required	
· Misappropriation of Fund		
· Harassment of any kind		
· Data Integrity		
Exit formalities Completed	Yes/No	
If No, then (Please Provide the Reason)	Pending from Employer's End	
	Pending from Employee's End (Dues pending)	
Are the Attached Documents Genuine? (If No, please specify the reason – for e.g. is the document forged, manipulated or any other reason)	Please Specify	
Respondent Details	Designation -	

Regards,

Sheetal Bhatt

Senior Analyst - BGV-Direct

FOXIVISION SCREENING SERVICES PVT. LTD.

 sheetal.bhatt@foxivision.com

 +91-8377059958, 8595430770

 www.foxivision.com

 C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028

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5/6/25, 10:50 AM

RE: Employment Verification of Ketan Vashishtha - Sheetal Bhatt FOX I VISION - Outlook



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ISO 9001:2015 Certification Number: IN57424A
ISO/IEC 27001:2022 Certification Number: IN57424E
ISO Certification Issued By: Staunchly Management and System Services Pvt. Ltd.
Certification Expiry Date: 28 Jul 2027

USTGlobal
721, NILA, Technopark Campus
TRIVANDRUM

Employment Agreement

Employee Name: Ketan Vashishtha

Date: 16-Apr-2018, 9:00 AM (DOJ)

Parties to this Agreement
The information below confirms the employment conditions agreed to between US Technology International Pvt. Ltd. (the Company) and Mr./Ms **Ketan Vashishtha** (Name)
(Employee id # _____).

Policy and Procedures
In addition to the terms and conditions set out in this agreement, you will comply with the policies and procedures that will also apply to the conditions of employment. The policies and procedures are formulated by the Company for the smooth administration of employment matters and to maintain a fair and consistent approach to all employees. The policies and procedures may be updated or modified by the Company from time to time and published.
You are required to familiarize yourself and comply with the company's policies and procedures.
Other terms required to be observed relevant as per Central or State legislation will also apply.

Probationary Period (if applicable)
New employees are required to serve a probationary period of six months during which time either the Company or yourself may elect to terminate your employment on one month's notice for any reason. In some circumstances, your performance will be evaluated against the requirement of the position within six months. In some instances the probation period may be extended till an order confirming you in the services is issued by the management.

Ketan Vashishtha
Signature of the employee

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Background Checks

UST reserves the right to perform background checks of any employee as per the guidelines from the HR department. Background checks may include but not be limited to: confirmation of the individual's identity, review of an individual's criminal conviction record, if any; verification of any license, certificate or degree required for the position.

Location/Work Allocation

Your initial home office is **India - Bangalore**. However, during the course of your employment with the Company, you may be required to:

work in other operating locations, interstate or overseas; and/or

be assigned to work in other lines of service; and/or

be required to perform other duties and assume other responsibilities;

in order to meet the company's business opportunities from time to time. This may be on a long or short-term basis or on an assignment based arrangement.

Similarly, if you wish to initiate a secondment or transfer interstate, overseas or to another position or line of service, you are requested to discuss with your manager or an HR person.

Total Remuneration

Your initial total remuneration will include the following mandatory components:

Cash remuneration (total remuneration less all deductions)

Income Tax deductible at source

Payment – Remuneration and business expenses

Your remuneration, net of tax and other authorized deductions, will be paid into your bank account directly on a monthly basis.

During employment with the company or upon termination, if you owe money to the company or if you provide less than the required notice of your intention to resign, you agree that the company may withhold from any outstanding entitlement owing to you a sum equivalent to the sum owing to the company or to the value of the portion of notice period not served.

Other authorized expenses incurred by you on behalf of the company will be reimbursed through your expense report approved by authorized persons.

Remuneration Review

Remuneration is reviewed annually each year during the Mar-Apr period, after annual performance appraisals are conducted. Increments in remuneration are awarded depending upon your performance in the line of service and also the company performance, taking into consideration market conditions and other relevant factors. This process also provides an opportunity to discuss and review your performance in the job and your overall development.

Signature of the Employee
Ketan Vaidichha

Office Hours

Office hours are generally 8.30am to 6.00 pm, however, this may vary from office to office dependent on the local business environment. Any change in individual working hours, to fit in with specific personal circumstances, should be discussed and cleared with your Manager/HR contact in the first instance.

You may be required to work at different timings to meet demands of the Company/your group, client assignments and to meet the responsibilities of your position. These factors have been taken into account in setting your total remuneration.

Performance Criteria

Your performance is assessed by taking into account a number of relevant matters including the following:

- your positive contribution to the growth of the Company, including its training & development efforts
- your ability to maintain and develop positive client relationships (both external and internal to the company) as well as to develop the level of technical and other competencies required to perform your role effectively;
- your ability to adopt a team approach by assisting and developing fellow staff members;
- to contribute to and foster new business opportunities and to keep abreast of the business environment in which we advise and service our clients.

Leave & Public Holidays

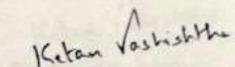
You will be entitled to leave from work as specified in the official Leave Policy. You are entitled to holidays that are published by the Company for every calendar year.

Occupational Health & Safety

As a responsible employer, we accept our obligation to provide you with a safe working environment. You are also obliged to take reasonable care for your health and safety and that of fellow team members at work. You should note we have a Smoke Free Work Environment Policy that applies to all our offices.

Appropriate Workplace Behavior

As an equal opportunity employer, we acknowledge that all staff has the right to work without unlawful harassment or discrimination. We all have a responsibility to help prevent harassment or discrimination and must comply with relevant State and Central legislation prohibiting such acts.


Signature of the employee

Outside or Alternative Employment

We believe it is in your best interest, as well as that of the Company, for you to devote your full attention and energy to your career in the Company. If, therefore, you are contemplating undertaking any outside employment or directorships, you must first discuss your plans with the company's management and obtain appropriate written permission before committing to any outside employment or directorships, or to any commitments that may or may not be in conflict with your employment with the company.

Quality Assurance

A key objective of the Company is to provide high quality services that add value to its clients. To achieve this, we have established an effective quality system. All team members are responsible for providing a quality service, both to internal or external clients.

Grievances

While we hope grievances will be few, we have nevertheless established the following guidelines for you to raise any concerns that may arise during your employment:

- a) The matter will first be discussed by you and your Manager or Mentor;
- b) If the matter remains unresolved, please discuss with senior levels of management or with the Human Resources Group; and
- c) The parties will make all reasonable efforts to resolve matters fairly and without interference to the continued smooth operation of the company's business.

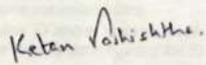
These guidelines apply to any general concerns you may experience during your employment with the company, subject to the particular circumstances. More specific grievance/complaints guidelines may apply for matters relating to equal opportunity, harassment etc.

Notice

Should either party – you or the company– wish to terminate agreement of employment for any reason (other than grounds that warrant instant dismissal), the notice period requirements as mentioned in the offer letter has to be serviced by both the parties. The notice period during probation period will be one month.

This period of notice will continue throughout your employment with the company unless a new period is agreed.

The management shall decide the actions which require instant dismissal. In such cases no notice or payment in lieu of notice shall be given and the decision of the management shall be binding on you.


Signature of the employee

Non Solicitation

Upon leaving the company you will not, without prior written consent of the company, for a period of twelve months from the date of ceasing employment, canvas, solicit, interfere with or entice away any person, company or corporation who has at any time during your employment with the company been a client or an employee of the company.

In particular circumstances, and to prevent any potential conflicts of interest or breaches of confidentiality, staff are prohibited from accepting an appointment offered by a client for whom an assignment is being performed or on which you are working. This prohibition remains in force for six months after the assignment is completed, unless appropriate written agreement is obtained.

Severability

If a provision of this agreement is void or voidable by the company, the particular provision only will be severed and the remainder of this agreement has full force of effect.

Government Enactments

In the event of the State / Central Government enacting a law conferring the same or similar benefits extended to the employees under this letter, he / she will be entitled to the more beneficial of the two, but not both.

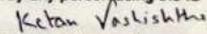
Information Security Policy

It is the policy of UST that information must be protected in all its forms, on all media, during all phases of its lifecycle, from unauthorized or inappropriate access, use, modification disclosure or destruction

Information Security is the responsibility of every employee and the employee shall follow the policies, standards, procedures and guidelines released by the company time to time.

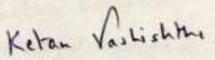
Electronic usage agreement

- The facility granted to him/her, of access to the company's electronic communication systems, is a privilege granted to him/her by the company for use in connection with company's business and the company can unilaterally withdraw the said facility at any time
- Incidental and infrequent personal use of the internet and the email facility is permissible, the said use by the employee must not result in reduced productivity and will always be subject to the then existing policy of the company regarding the use of its electronic communication systems and also shall be in compliance with the regulatory and legal requirements of India
- UST has the right to monitor, audit and review the usage of electronic communication facilities.
- You must ensure that the user ID and password are kept confidential. It is your responsibility to change your password which should in compliance with the organizations password policy.
- Using another person's user ID and/or password and sharing one's user ID and/or password with any other person prohibited. A user will be responsible for actions taken by any person using the ID or password assigned to the user.


Signature of the employee

- Electronic communications sent or received, stored or transmitted using company's electronic communication systems are not private or personal. They are to be treated as business communication.
- The use of company's electronic systems for storing, transmitting or publishing obscene contents which is threatening, harassing, abusive, embarrassing, pornographic, vulgar or illegal is prohibited. Accessing such content from Internet or local network is also prohibited. It is also prohibited to send such materials from your personal email address to the USTR1 or its client emails addresses
- The use of company's electronic communication systems shall not be for damaging or disrupting the data/information, computer systems, and computer networks within the UST network or over the Internet.
- The use of company's electronic communication systems shall not be for unauthorized access, copying, extraction of database of information/data, computer systems, and computer networks within the UST network or over the Internet.
- The use of company's electronic communication systems shall not be for introducing virus to the network or internet. Developing/transmitting/using malicious code like virus, trojans, spy ware etc are prohibited
- The use of company's electronic communication systems shall not be for performing Denial of service internally or over the internet.
- UST information systems shall not be used for performing unauthorized access and tampering or manipulation of the source files of computer systems, applications, logs and programs.
- At UST you are not allowed to perform illegal activities or provide assistance to another person for performing illegal activities
- At UST you are not allowed to perform hacking, which include any act with the intent to cause or knowing that you are likely to cause wrongful loss or damage to the public or destroys or deletes or alters any information residing in a computer resource or diminishes its value or utility or affects it injuriously by any means
- Electronic forgery shall not be performed for any cause including, but not limited to, cheating or harming the reputation of a person, a group of people or an organization.
- UST information systems shall not be used for creating; publishing or making available of a digital signature certificate for any fraudulent or unlawful purpose.
- At UST you shall respect the copyright laws and intellectual property rights of the company as well as others
- It is the responsibility of the employee to report security incidents.

- It is the responsibility of the employee to read, understand and accept the policies of the organization. The employee shall ensure compliance with company policies and standards and shall respond to the management in writing in case of objections, if any
- The employee shall ensure the compliance with all legal and regulatory requirements of the land
- UST may be required by law to disclose information to government authorities, law enforcement or to third parties if necessary or appropriate


Signature of the employee

Variations to the Agreement

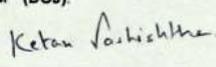
Because situations change, the Company reserves the right to vary any of the provisions of this agreement. After the given notice period, generally one month, variations, subject to their terms, will be effective immediately. **Disciplinary Process**

Violation of this agreement or any of the company policies may result in disciplinary process up to and/or including termination. Notice may be given to the appropriate authorities and legal action may be taken for the violations of applicable laws and regulations.

Acceptance

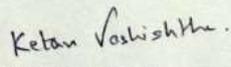
Attested by employee:

I, **Ketan Vashishtha** (Name) have carefully read, considered and understood the terms and conditions under which this offer of appointment is being extended to me and confirm that I accept the offer to join US Technology International Pvt. Ltd. on the terms and conditions outlined in this employment agreement dated **16-Apr-2018, 9:00 AM (DOJ)**.


Signature of the employee

Attested on behalf of US Technology International Pvt. Ltd:

_____ (Name, Signature with Date of authorized signatory on behalf of US Technology International Pvt. Ltd.)


Signature of the employee

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