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NTT DATA
Global IT Innovator

NTT DATA Global Delivery Services Private Limited

10 & 18/1, South End Road
Balewadi, Bangalore 560 004 India
Tel: +91 81 2665 9482 Fax: +91 80 2653 0912

9/27/2016
Manasa S
K S S E M

Dear Manasa,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Sr. Associate Consultant** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- iii) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- jjj) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- kkk) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

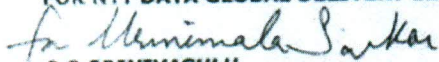
Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED


B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 9/27/2016 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(Manasa S)

Date: 28/08/2017

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Date: 03rd Oct 2017

To,
Mr. Charan V
#208, 7th Cross, 1st Block,
Vishwapriya Nagar, Bengaluru - 560068

Dear Mr. Charan V,

We are pleased to offer you an appointment with us as Engineer in our Engineering Division at our office on Hosur Road, Bangalore.

The terms and conditions of your employment are as follows:

Section-I: Administrative

- a) Your Designation : Engineer
- b) Your Reporting Manager : Krishna Khandige, Executive Director
- c) Office Address : SI Global Pvt. Ltd., #93/1, Opposite Chikkabegur Gate, Singasandra Post, Hosur Main Road, Bangalore - 560068
- d) Work Location Address : ABB Global Industries & Services Pvt. Ltd., Block 1, Bhoruka Tech Park, Mahadevapura, Whitefield Road, Bangalore - 560048
- e) Hours of Work : 9:00 A.M to 6:00 P.M (30 minutes lunch Time is included)
(5 days week is standard; working on Saturday based on work load and schedule)
- f) Hours of Work : 8:00 A.M to 5:00 P.M
- g) Reporting Date : 3rd October 2017

Note: A detailed employment terms and conditions is published as a part of the company policies and procedures; all employees come under the ambit of this document. The following terms of employment are only a subset of this employment terms and conditions document.;