



Udlændinge- og
Integrationsministeriet

Styrelsen for International
Rekruttering og Integration

LТИMindtree Danmark, Filial af LТИMindtree Ltd Indien
Lyngbyvej 20, 3. sal
2100 København

Informationsbrev til arbejdsgiver

Jeres kommende medarbejder, AKASH NARESH MESHRAM, født den 28-12-1989, har fået en opholds- og arbejdstilladelse efter fast track-ordningen, gældende fra dags dato til og med den 12. maj 2029.

Vi skal bede jer læse vedlagte kopi af afgørelse omhyggeligt igennem, da den indeholder vigtige oplysninger om betingelserne for tilladelsen. Som arbejdsgiver skal I især være opmærksom på følgende, når I beskæftiger en udlænding:

Arbejdsgivers ansvar for overholdelse af betingelserne for arbejdstilladelsen

I er som arbejdsgiver forpligtet til at sikre, at de betingelser, der gælder for jeres ansattes opholds- og arbejdstilladelse, overholdes i hele ansættelsesperioden. I kan læse nærmere om betingelserne for opholds- og arbejdstilladelse under afsnittet "What are the conditions for your residence and work permit?".

I medfør af udlændingebekendtgørelsens § 26, stk. 2, pålægges I at informere os, hvis der sker ændringer ved et stillingsskifte, der forringer medarbejderens løn- og ansættelsesvilkår, så vi kan vurdere, om betingelserne for tilladelsen fortsat er opfyldt.

Det kan være strafbart for en arbejdsgiver at beskæftige en udlænding i strid med betingelserne for en meddelt arbejdstilladelse.

Tilladelse bortfalder ikke ved udlandsophold

Når en udlænding er omfattet af fast track-ordningen, kan vedkommende - inden for arbejdstilladelsens gyldighedsperiode - skiftevis arbejde i Danmark og i udlandet, uden at opholdstilladelsen bortfalder.

Normalt vil en opholdstilladelse automatisk bortfalde, når man opgiver sin bopæl i Danmark, eller når man har opholdt sig uden for landet i mere end 6 måneder. For at tage ophold i Danmark igen vil man da skulle søge om en ny opholdstilladelse. Disse bortfallsregler gælder imidlertid ikke for fast track opholdstilladelser.

13. maj 2025

Styrelsen for International
Rekruttering og Integration (SIRI)

Fast track

Carl Jacobsens Vej 39
DK-2500 Valby

Tlf.: +45 72 14 20 00

www.nyidanmark.dk

Person ID: 4354901
CPR / CVR: 29535809
Sagsbestillings-ID: CM-2736-UE
Sagsnummer: 25/133062
Sagsbehandler: hbu

Bemærk dog, hvis udlændingen i perioder opholder sig og arbejder uden for Danmark og i de perioder ikke får udbetalt den løn, som er oplyst ved ansøgningen om opholds- og arbejdstilladelse af arbejdsgiver, skal arbejdsgiveren kunne dokumentere, at udlændingen ikke har arbejdet i Danmark i de givne perioder.

Arbejdsgiver kan blive bedt om denne dokumentation både i forbindelse med en eventuel forlængelsesansøgning og i forbindelse med kontrol på området.

Bortfaldsreglerne gælder dog for en eventuel opholdstilladelse til jobsøgning.

Beskæftigelse af en udenlandsk medarbejders familiemedlem

I skal som arbejdsgiver være opmærksom på, at der gælder særlige regler, hvis I ønsker at ansætte en udlænding, der har opholdstilladelse som medfølgende familie til jeres medarbejder. Familiemedlemmet skal søge om en særskilt arbejdstilladelse for at kunne arbejde for jer. Dette gælder også, hvis familiemedlemmet ønskes ansat i en virksomhed med tæt sammenhæng til jeres virksomhed.

I kan læse nærmere om reglerne på <https://www.nyidanmark.dk/da/Du-vil-ans%C3%B8ge/Arbejde/Work-permit-accompanying-family>

Kontrol

Styrelsen for International Rekruttering og Integration kontrollerer løbende, om betingelserne for meddelte opholds- og arbejdstilladelser har været opfyldt. Sagen vedr. jeres medarbejder kan også blive udtaget til kontrol, efter at ansættelsesperioden er udløbet. Hvis sagen vedr. jeres medarbejder udtages til kontrol, vil vi bede jer fremlægge dokumentation for, at I gennem hele ansættelsesforholdet har beskæftiget medarbejderen i henhold til betingelserne for tilladelsen.

Folkeregistrering

For at blive bopælsregistreret i CPR skal medarbejderen opholde sig i Danmark i over tre måneder og have en bolig eller et fast opholdssted. Se desuden vejledningen i opholdstilladelsen.

SKAT

Oplysninger om, hvad en arbejdsgiver skal være opmærksom på, og hvordan en arbejdsgiver kan hjælpe den udenlandske medarbejder med at skattekort findes i vejledningen "Når du har udenlandske medarbejdere", som kan findes på www.skat.dk under Erhverv.

Med venlig hilsen

Styrelsen for International Rekruttering og Integration



Ministry of Immigration
and Integration

Danish Agency for International
Recruitment and Integration

Embassy of Denmark New Delhi
33 B, Dr. S. RADHAKRISHNAN MARG
CHANAKYAPURI
110 003 New Delhi
Indien

Residence and work permit for AKASH NARESH MESHRAM

The Danish Agency for International Recruitment and Integration (SIRI) hereby grants you a residence and work permit in Denmark under the Fast Track Scheme (the Pay Limit Track).

Your residence and work permit is **valid from 13.05.2025 until 12.05.2029**.

Your residence and work permit allows you to work as IT Consultant at LTIMindtree Danmark, Filial af LTIMindtree Ltd Indien, CVR 29535809.

What are the conditions for your residence and work permit?

You must meet a number of conditions at all times in order to maintain your residence and work permit. If you fail to do so or if your situation changes you can lose your permission to work and reside in Denmark.

In the addendum to this letter we provide details about the conditions for your residence and work permit.

When can you enter and take up residence in Denmark?

You can enter and take up residence in Denmark **at the earliest** from the first valid day of your entry visa.

When can you start working?

You can start working **at the earliest** from the first valid day of your residence and work permit.

You must start working **no later than** 30 days from the date of this decision. If this is not possible, you must contact us.

The addendum to this letter provides information about:

- **What are the conditions for your residence and work permit?**

13 May 2025

Danish Agency for International
Recruitment and Integration

Fast track

Carl Jacobsens Vej 39
DK-2500 Valby

Tel.: +45 72 14 20 00

www.nyidanmark.dk

Personal ID: 4354901
Case Order ID: CM-2736-UE
Case no.: 25/133062
Case Officer: hbu

- **When can you apply for an extension of your residence and work permit?**
- **How do you prove that you hold a Danish residence and work permit?**
- **When will you receive your residence card?**
- **Arrival and residence in Denmark**
 - How do you enter and take up residence in Denmark?
 - What should you do now or upon entering Denmark?
- **During your residence in Denmark**
 - Can you take up sideline employment (second job)?
 - Can you carry out voluntary work?
 - What are the conditions for your residence permit for job seeking?
 - Can you lose your permission to reside in Denmark?
 - What if your situation changes?
 - Your case may be selected for an immigration check
 - What documentation do you need to travel abroad during your residence in Denmark?
 - How do you apply for another residence permit while in Denmark?
- **Leaving Denmark and the Schengen Area at the end of your residence**
 - When do you have to leave Denmark and the Schengen Area after your residence and work permit expires?
- **How do you apply for another residence permit after your departure from Denmark?**
- **Applicable law**
- **Links to further information about life and work in Denmark**

You risk losing your residence and work permit if you do not comply with the conditions and rules. Therefore, it is important that you also read the addendum. We also recommend that you keep this letter in order to read the information again later.

Kind regards,

A handwritten signature in black ink, appearing to read "Henriette Thorsøe".

Henriette Thorsøe

Addendum

What are the conditions for your residence and work permit?

Your residence and work permit is granted with a view to a temporary stay under section 9 a (2)(xiv) para (a) of the Danish Aliens Consolidation Act, guideline no. 10202 of 9 December 2024 and section 25 (1) of the Executive Order on Aliens' Access to Denmark.

In order to maintain your residence and work permit, you must meet a number of conditions at all times. If you fail to do so, you can lose your permission to reside and work in Denmark.

Your residence and work permit is conditional upon the following:

- Your terms of employment must continuously be equivalent to Danish standards.
- You may change job or job description within the same company without having to apply for a new work permit, e.g. in case of promotion, as long as
 - your salary and employment conditions continue to comply with Danish standards.
 - your salary and employment conditions are not diminished or deteriorated compared to the current conditions.
 - your salary continues to comply with the pay limit.
- **You must receive an annual salary of at least DKK 514,000.** As your work permit allows you to work abroad periodically while you are affiliated with your Danish employer, please note that the condition concerning minimum annual salary must be met during all your working periods in Denmark. This applies even if you are not entitled to paid holiday.
- The salary you receive must correspond, at a minimum, to the salary stated in your employment contract of 15.04.2025.
- Your working hours must be 40 hours per week in accordance with your contract.
- You do not change employer, please cf. below under the section "What if your situation changes?"
- Your employer must give you the right to take holiday annually at a minimum in accordance with the terms of your contract.

- Your working hours must be scheduled in accordance with the Act on the Implementation of parts of the Working Time Directive § 4 or, if a collective agreement regulates your maximum weekly hours, in accordance with the collective agreement in question.
- In case your employment is terminated, your notice period must correspond to the terms of notice in your contract.
- You must always be in possession of a valid passport or another travel document accepted by the Danish authorities.
- An accompanying family member to you must not have had his/her residence permit revoked more than once due to lack of a required work permit.
- You or your accompanying family members must not receive support under the Act on Active Social Policy, e.g. social security, start help benefits or rehabilitation benefits.

When can you apply for an extension of your residence and work permit?

You can apply for an extension of your residence and work permit **at the earliest** 3 months before your residence and work permit expires and **at the latest** on the last valid day of the residence and work permit.

In order to be granted an extension of your residence and work permit you must as a general rule continuously have met and still meet the conditions for your residence and work permit.

Please note:

- It is a condition for an extension of the residence and work permit that you have a valid passport.
- We can only grant you a residence and work permit valid until 3 months before the expiry date of your passport.

If you apply for an extension of this residence and work permit more than 3 months **before** your residence and work permit expires, your application will be rejected without processing, and you must apply again at the earliest 3 months before your residence and work permit expires.

If you submit the application in Denmark **after** your residence and work permit has expired, your application will likely be rejected.

How do you prove that you hold a Danish residence and work permit?

You will receive a residence card, which proves that you hold a Danish residence permit for as long as the residence card is valid. Please notice, that your residence card can have a longer duration than your work permit.

During your residence in Denmark, you must always have your residence card with you.

Until you receive your residence card this letter is proof of your residence and work permit. We recommend that you keep this letter with you until you receive your residence card.

Other documents or cards – for example a Danish health insurance card (sundhedskort or yellow card) – cannot be used as proof of your residence and work permit.

When will you receive your residence card?

We have ordered your residence card in connection with this decision. The card will be sent to your employer's address within 4 to 6 weeks from the date of this decision.

If your employer does not receive your card within 8 weeks, please contact us.

Arrival and residence in Denmark

How do you enter and take up residence in Denmark?

If you need an entry visa for Denmark/the Schengen Area in order to enter and take up residence in Denmark, we grant you such a visa in connection with this decision. The entry visa is inserted in your passport.

If you are exempt from visa requirements you do not need a visa to enter and take up residence in Denmark.

It is your own responsibility to comply with the entry and exit rules of all countries you need to transit through before you enter Denmark and the Schengen Area. This complies whether you need an entry visa for Denmark and the Schengen Area or you are exempt from visa requirements.

What should you do now or upon entering Denmark?

- **Register your Danish address**

You must register your Danish address **no later than 5 days after you have moved into your accommodation in Denmark.**

You do this by visiting your local municipality (kommune) or one of the International Citizen Service centres (ICS). You can find contact information at lifeindenmark.dk.

Remember to bring this letter, your passport, your contact information and/or other proof of your address in Denmark.

- **Activate your civil registration number (CPR number)**

The civil registration number (CPR number) is a unique identification number used in Denmark as a personal ID number.

Your CPR number is: **281289-4857**. When you register your Danish address, you activate your CPR number.

- **Sign up for MitID**

MitID is Denmark's common secure login solution for public self-service, online banking etc. MitID is necessary when you log in to, for example, borger.dk or your Digital Post.

You can find information about how to get MitID at lifeindenmark.dk.

You need your CPR number in order to get a MitID.

- **Sign up for Digital Post**

The Digital Post system ensures that digital communication between you and the Danish public authorities is secure. This means that no one but you and the relevant authority are able to read the communication.

You will receive letters from us and other Danish public authorities in the Digital Post system. You are obligated to read digital post from Danish public authorities. Important information which you have to act upon will be sent to you by Digital Post, for example that your residence and work permit has been extended, that your child is offered an institutional placement, or that you have an appointment at the hospital.

You can sign up for and read your digital post from us and other public authorities in multiple places, for example at lifeindenmark.dk, borger.dk, mit.dk/en or [e-boks.dk](http://eboks.dk).

You need a MitID in order to get Digital Post.

- **Find out if you are entitled to free Danish language lessons**

You are subject to some of the regulations in the Danish Integration Act. Among other things, this means that you might be entitled to free Danish language

education. For further information, please contact your local municipality (kommune).

During your residence in Denmark

Can you take up sideline employment (second job)?

Your residence and work permit only allows you to work with the specified employer mentioned in the first part of this letter.

However, you can apply for an additional work permit for sideline employment on our website. Your sideline employment must be naturally related to the job that forms the basis of your residence and work permit. Be aware, that you are not allowed to start working in your sideline employment before you have been granted a permit for it.

Can you carry out voluntary work?

Your residence and work permit allows you to carry out voluntary, unpaid work as long as the permit is valid. The voluntary, unpaid work must not replace paid employees and it is therefore a condition that the work in question is normally carried out unpaid and voluntarily.

The voluntary, unpaid work must be carried out for a formally organized organization or association and must have a genuine non-profit purpose, which must appear in the rules governing the organization and in the organizations actual work. Voluntary, unpaid work therefore cannot be carried out, if the event has a commercial or partly commercial aim, e.g. voluntary, unpaid work for a larger sporting event.

You can read more about the conditions for unpaid voluntary work on newtodenmark.dk/voluntary-work.

Can you lose your permission to reside in Denmark?

You can lose your permission to reside in Denmark for a number of reasons, for example (not exhaustive):

- If you fail to comply with the conditions for your residence and work permit.
- If the basis for granting your residence and work permit was incorrect or no longer exists.
- If you do not start working within the time limit, which is described in the first part of this letter.

You will not lose your residence and work permit if you give up your residence in Denmark or if you stay outside Denmark for 6 consecutive months or more.

Normally, a residence and work permit would lapse in these situations, but you are exempt from the provisions on lapse of residence and work permits. This means, that you do not have to apply for and be granted a dispensation in advance/before leaving Denmark to prevent your permit from lapsing in these situations.

What if your situation changes?

It might be necessary to apply for a new residence and work permit if your situation changes. This might be the case:

- If you lose your job through no fault of your own, e.g. due to cut-backs.

In this situation, you must inform us **immediately**. You can apply for a residence permit for job seeking for up to 6 months to find a new job. You must submit the application to us no later than 2 days after the termination of your current employment.

- If your salary and employment conditions with the specified employer mentioned in the first part of this letter are diminished or deteriorated.
In this situation, you must inform us **immediately**.
- If you get a new job with a new employer.

In this situation, you must, as a general rule, apply for and be granted a new residence and work permit based on the new job before you can start working at your new job. However, in some situations you can start working as soon as you have submitted the application (the job change rule). Find out if this applies to your situation on
newtodenmark.dk/jobchange.

You do not have to apply for a new residence and work permit if you change job or job description within the same company or university, e.g. in case of promotion, as long as your salary and employment conditions continue to comply with Danish standards and are not diminished or deteriorated compared to the current conditions and as long as your salary complies with the pay limit.

Read more about what to do if your situation changes on
newtodenmark.dk.

Your case may be selected for an immigration check

We regularly select cases for an immigration check in order to make sure that the conditions of the residence and work permit are still met. Your case may be

selected for an immigration check even though there are no specific indications that you do not meet the conditions.

Immigration checks may be performed in the following ways:

- Register checks, e.g. in the Civil Registration System (CPR)
- Comparison of information in our registers and those of the Danish Immigration Service with information from the CPR, the Building and Housing register (BBR), the Central Business Register (CVR) and the E-income register
- Enquiries with other authorities, e.g. local authorities
- Enquiries with third parties, e.g. your employer or place of study
- Personal enquiries at your place of residence, study or work

If the results of an immigration check indicate that you do not meet the conditions for your residence and work permit, you might lose your permit.

What documentation do you need to travel abroad during your residence in Denmark?

You must always carry a valid passport or another travel document accepted by the Danish authorities when leaving and returning to Denmark while your residence permit is valid.

Furthermore:

- If the entry visa in your passport is still valid: You can leave and return to Denmark multiple times. Please note, that the entry visa must be valid for the entire journey.
- If the entry visa in your passport has expired, and you have not received your residence card: You must apply for and be granted a re-entry permit in advance.
- If you have received your residence card: You can leave and return to Denmark as long as you also carry your valid residence card.

You cannot use this letter as a travel document.

It is your own responsibility to comply with the entry and exit rules of all countries you need to transit through before re-entering Denmark.

How do you apply for another residence permit while in Denmark?

If you want to apply for a residence permit on another basis while in Denmark, e.g. employment or as an accompanying family member, you must submit your

application **before** your current residence and work permit, visa or visa free period expires.

If you submit an application in Denmark **after** your current residence and work permit, visa or visa free period has expired, your application will likely be rejected as you are residing illegally in Denmark. You risk being reported to the police, fined, expelled, deported from Denmark and given an entry ban.

Leaving Denmark and the Schengen Area at the end of your residence

When do you have to leave Denmark and the Schengen Area after your residence and work permit expires?

You are allowed to reside in Denmark until your residence and work permit expires.

You must leave Denmark and the Schengen Area no later than on the expiry date of your residence and work permit, unless you are allowed to stay on other grounds. If you have a pending application for a residence permit with the Danish Immigration Service, please contact them to find out if you are allowed to stay in Denmark while they process your application.

If you are not allowed to stay on other grounds and you do not leave Denmark and the Schengen Area within the deadline for your departure, you are residing illegally in Denmark and the Schengen Area. You risk being reported to the police, fined, expelled, deported from Denmark and given an entry ban.

How do you apply for another residence permit after your departure from Denmark?

If you want to apply for another residence permit in Denmark after your departure from Denmark, you can submit your application from your home country, or from a country in which you have resided legally for at least 3 months prior to the application.

Applicable law

The legislation on foreign nationals' entry and residence in Denmark is in Danish and publicly available on retsinformation.dk. We also link to some of this legislation in Danish on newtodenmark.dk/legislation.

For the purpose of general guidance only we have translated some of the content of the rules relevant to this decision in the following text. The text is not an authorized legal translation.

The rules relevant to this decision are:

The Danish Aliens Consolidation Act no. 1009 of 2 September 2024 as subsequently amended

- Section 9 a (2)(xiv) para (a): A residence and work permit may be granted to a foreign national if the foreign national has concluded a contract or has been offered employment with a certified company and the employment implies an annual pay of at least DKK 514,000 (2025-level), cf. section 9 a (2)(iii).
- Section 9 a (4) 1st sentence: You and your accompanying family members, if any, must not receive benefits granted under the terms of the Active Social Policy Act.
- Section 9 a (4) 2nd sentence: An accompanying family member to you must not have had their residence permit revoked more than once due to lack of a required separate work permit to work for the same company as you or for a company closely related to this company.
- Section 9 a (12): A foreign national who holds a residence and work permit under the Fast Track Scheme (the Pay Limit Track) and has become unemployed involuntarily may be granted a residence permit for up to 6 months from the end of the employment for the purpose of seeking a new employment.
- Section 17(5): Your residence and work permit under the Fast Track Scheme (the Pay Limit Track) is exempt from the rules on lapse of a residence and work permit.
- Section 19 (1)(i) and (iii): A residence and work permit may be revoked if the basis of the residence and work permit was incorrect or has ceased to exist or if the conditions for the permit are not met.
- Section 39: A foreign national must upon entry, while staying in Denmark and upon exit be in possession of a valid passport or another document acceptable as a travel document.

- Section 40: A foreign national must provide the information necessary for assessing whether a residence and work permit can be granted, revoked or cancelled or whether the foreign national is staying or working legally in Denmark.

The Executive Order on Aliens Access to Denmark no. 1532 of 5 December 2024

- Section 17 (1): Residence and work permits under section 9 a of the Danish Aliens Consolidation Act are granted with a validity until 3 months before the expiry date of the applicant's travel document.
- Section 25 (1): A work permit is granted for a foreign national with a residence permit under section 9 a of the Danish Aliens Consolidation Act.
- Section 26 (1): A work permit is granted for a job with a specific employer.
- Section 26 (2): A foreign national with a residence and work permit under the Fast Track Scheme can change job or job description within the same university or company without having to apply for a new work permit, e.g. in case of promotion, as long as the salary and employment conditions continue to comply with Danish standards and as long as the salary complies with the supplementary pay limit. If the salary and employment conditions diminish or deteriorate, the foreign national must inform SIRI.

Links to further information about life and work in Denmark	
newtodenmark.dk	<p>The official portal for foreign nationals.</p> <p>Find information about e.g.:</p> <ul style="list-style-type: none"> • How to book an appointment with SIRI to get your biometric data recorded • How to contact SIRI • What to do when you have been granted a residence and work permit • The conditions for residence and work permit • Can you lose your residence and work permit? • How to apply for a re-entry permit • How to apply for an extension of your residence and work permit • Applicable law
lifeindenmark.dk	<p>The English subsite to the common public portal in Denmark called borger.dk, which presents public information and self-service options.</p> <p>Find information about e.g.:</p> <ul style="list-style-type: none"> • International Citizen Service centres (ICS) • How to register your address • How to get a Danish health insurance card • How to get MitID • How to get a Danish bank account • How to get a Danish tax card or tax number • How to sign up for free Danish language education
lifeindenmark.dk borger.dk , mit.dk/en and e-boks.dk	Different ways to sign up for, access and read your Digital Post.
skat.dk	Information on how to get a Danish tax card or tax number (skattekort), how you pay the right tax and how you are given the right tax deductions while you are in Denmark.
workindenmark.dk	The national public employment service for qualified international candidates looking for a job in

	Denmark, and Danish companies searching for foreign candidates.
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Residence and work permit

The Danish Agency for International Recruitment and Integration (SIRI) has granted a residence and work permit to:

Name: AKASH NARESH MESHRAM

Date of birth: 28-12-1989

Telephone: +91 8087272492

E-mail: AkashNaresh.Meshram1@ltimindtree.com

Personal ID: 4354901

The diplomatic mission is requested to provide the foreign national with a copy of this letter.

Authorization to issue a long-stay visa

We authorize the diplomatic mission to issue a long-stay visa, type D, to the abovementioned foreign national within six months from today, and include the following permissions/restrictions. Please note, that the visa may only be valid from the first valid day of the residence permit until the last valid day of the residence permit:

Introductory text on visa sticker	To be entered in field
VALID FOR	DANMARK
FROM	<i>From date of issue, may not be earlier than the date the residence permit is valid from, see also "valid from" under "validity period".</i>
UNTIL	<i>x number of days after "FROM" date, calculated based on the number of days entered in "DURATION OF STAY...DAYS" field. May not extend past the date the residence permit is valid until, see also "valid until" under "validity period".</i>
TYPE OF VISA	D
NUMBER OF ENTRIES	MULT
DURATION OF STAY...DAYS	180
SURNAME, NAME	<i>The first word in the "surname" box followed by the first word in the "first name" box of the visa holder's travel document is written in that order.</i>

REMARKS	STEDFÆSTET ARBEJDSTILLAELSE
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After the arrival in Denmark the applicant will obtain a residence card which can be used when travelling.