

**PERSONAL & CONFIDENTIAL**

Ref: PERS/09/HRC/10-11

Date: 08.12.2010

Mr. Ayananta Chowdhury  
Associate ID: 64154

**APPOINTMENT AS ASSOCIATE CONSULTANT**

Dear Ayananta Chowdhury,

Welcome to Polaris!

Based on our offer letter dated September 8, 2010, we are pleased to confirm your appointment as **Associate Consultant** in our company with effect from October 25, 2010.

Just as it gives us pleasure in bringing you into our fold, we wish to share with you the detailed terms & conditions of employment and associate related guidelines applicable to all Polarites.

We wish the very best for you in your career with us.

**Terms & conditions of employment:**

1. **SALARY:** Your salary will be as indicated in the detailed structure attached herewith.
2. **PROBATION PERIOD:** You will be on probation for a period of **Six Months**. During the period of probation your progress will be reviewed periodically.
3. **CONFIRMATION:** Based on the review of your performance and on successful completion of probation period, you will be confirmed in the services of Polaris. This will be intimated to you in writing.

*Ayananta Chowdhury*

(SIGNATURE OF THE ASSOCIATE)

*X*