

From: Mu Sigma Talent Management
Sent: Tuesday, September 13, 2022 7:57 PM
To: ayushmaanbhav101@gmail.com; Ayush Savant
Subject: Notice to comply with the conditions of Contract of Employment
Attachments: Employment Contract.pdf; Ayush Savant Campus Offer Letter.pdf

To,

Ayush Savant
563/72, Chitra Gupta Nagar
Alambagh, Lucknow
Uttar Pradesh - 226005
E-mail: ayushmaanbhav101@gmail.com

Dear Ayush Savant,

Sub: Notice to comply with the conditions of Contract of Employment

We would like to bring to your notice that, you joined **Mu Sigma Business Solution Pvt Ltd ("Mu Sigma" or "Company")** on 4th January 2021 and accepted to be employed with the Company for a continued period of 4 years. Since you have resigned from the employment on **6th September, 2022** and thereby not complied with the requirements of **The Contract of Employment**, we are serving this notice to you.

We sent you an offer letter on 1st July 2020 and you agreed to undergo 4 months of training prior to your employment at **Mu Sigma Business Solution Pvt Ltd**. On **18th August, 2020** you executed a Training Agreement and joined **Mu Sigma** as a **Trainee** on 1st September 2020.

As per the Training Agreement, you were informed about the Training obligation and the cost associated with it to Mu Sigma.

The training program has a unique **Art of Problem Solving (AoPS™)** ecosystem that was designed to promote your competence, understanding and familiarity of the Company's business as well as enable you to develop a problem-solving mindset that comprises of math, business, technology with behavioral sciences and design thinking. The Company made use of its best Resources (not limited to human or technical one) to elevate your mindset, skillset, toolset, and you were groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems. You were also provided with access to Mu Sigma proprietary tools, technologies and central learning repository. The Company also used its Proprietary and Confidential information for the purposes of your Training Program. Thereby the company incurred an expenditure of Rs. 10,00,000 /- (Rupees Ten Lakhs Only) towards meeting the costs in connection with Your Training Program.

Sec 9.a (**Termination by Trainee**) of the Training Agreement dated 18th August, 2020, provided you an option to terminate the Training Agreement during the Training Period with prior written notice of 1 (one) day to the Company which would automatically lead to revocation of your Offer Letter.

Post-successful completion of your training program, you were offered a full-time employment with Mu Sigma as "Trainee Decision Scientist" and on **7th December, 2020** you had signed **Contract of Employment** and **Employee Confidentiality, Non-Competition and Proprietary Rights Agreement** effective from 4th January, 2021 and accepted to abide by its terms and conditions. By executing The Contract of Employment, you have consented to be employed with Mu Sigma for a continuous period of 4 years from the date of joining.

Sec 9.1 of the Contract of Employment states that you are obligated to pay the penalty if you terminate the employment for any reason whatsoever within a period of 48 months from the effective date of your employment with Mu Sigma.

On 11th January, 2022 you were notified that, Mu Sigma has reduced the penalty amount to INR 10 Lakhs from INR 15 Lakhs.

On **6th September, 2022** you had submitted your resignation and you were intimated about the penalty as per the offer letter, contract of employment and Addendum to the Contract of Employment (Annexure 1).

Under these circumstances you are hereby directed to pay the penalty of **INR Ten Lakhs (1,000,000)** (1 x Training Cost) within **30 (Thirty) days** of the receipt of this notice, failing which the company will take appropriate action against you to recover the amounts due to it.

Thanking you,

Regards,
Talent Management Team