



Date : 19-Mar-2020

Ref No :2020/BTIC/7743/36

Chandra Bhaskar

Emp No. 7111034

Senior Software Engineer

Ness Technologies (India) Private Limited

Bangalore

Relieving Letter

Dear **Chandra**,

This is with reference to your resignation dated **16-Mar-2020**. We would like to inform you that we have accepted the same and you are being relieved of your services from Ness Technologies (India) Private Limited on close of business hours of **19-Mar-2020**. On settlement of all dues, we shall issue the full and final statement.

We wish you success in your future endeavors.

For Ness Technologies (India) Private Limited

Naveen Kumar Anjanappa

Senior Manager - HR

Ness Technologies (India) Private Limited

CIN - U72200MH1997PTC111010.

No.33, 6th Block, 17th H Main Road, Koramangala, Bangalore 560 095, India | Tel: +91-80 -41961000 | Fax: +91-80-41303530

Registered Office: Unit No. 2, Building No. 5 and 6, Serene Properties SEZ – Mindspace,
Navi Mumbai, Thane Belapur Road, Airoli, Navi Mumbai 400 708.

T: +91-22-41154115 | F: +91-22-41154399 | E-mail: IN.HQ-Compliance@ness.com|ness.com



Date: 19-Mar-2020

Emp. Name: Chandra Bhaskar

Emp. No. 7111034

Ref. No :2020/BTIC/7743/36

Reg: Employee Agreement Reminder

Dear Chandra,

This has reference to your letter of resignation and decision to leave the services of the company w.e.f 19-Mar-2020.

This letter is intended to serve as a reminder that you signed an Employee Proprietary Information, Inventions and Non-Competition Agreement ("Employee Agreement") with **Ness Technologies (India) Private Limited** ("Ness" or the "Company"). Please allow me to remind you of some of the obligations contained in the Employee Agreement.

In Section 1 of the agreement, you agreed to not use or disclose any proprietary information of Ness, both during and after your employment with the Company. Additionally, in Section 5 of the agreement, you agreed not to solicit any of Ness' employees or independent contractors to terminate their employment or contractual relationship with Ness for a period of three year's from the last date of your employment.

On or before your last day of employment with the Company, Section 8 of the Employee Agreement requires you to return and/or leave behind any and all physical or electronic documents, emails and email files (.PST) or other information, together with all copies thereof, third party information or proprietary information of the Company. If you have not already complied with this requirement, you must do so immediately.

It is of utmost importance to Ness that its current and former employees comply with the terms of the Employee Agreement and we expect that you will fully comply. Should any inappropriate conduct come to our attention, we shall be forced to take such legal action as deemed appropriate, including seeking injunctive relief. Please note that this letter is merely a summary of some of the notable provisions of the Employee Agreement. You should consult the full Employee Agreement you signed, a copy of which is available upon request if you do not have a copy, for more details regarding your continuing obligations.

Best regards,

Naveen Kumar Anjanappa
Senior Manager - HR

Received and Accepted
(Employee)

Ness Technologies (India) Private Limited

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EXHIBIT II

SEPARATION CERTIFICATION

This is to certify that I do not have in my possession, nor have I failed to return, any papers, records, data, notes, drawings, files, documents, samples, devices, products, equipment, designs, computer programs, and other materials, including reproductions of any of the aforementioned items, belonging to Ness Technologies (India) Private Limited, its subsidiaries, group companies, affiliates, successors, or assigns (together, the "Company").

I further certify that I have complied with all the terms of the Employee Proprietary Information, Inventions, and Non-Competition Agreement executed between me and the Company (the "Agreement"), including the reporting of any Inventions and Works (as defined therein) conceived or made by me (solely or jointly with others) covered by the Agreement.

I further agree that, in compliance with the Agreement, I will continue to abide by the terms of this Agreement to the extent required after separation of my employment and in particular, will continue to keep confidential, all Company Confidential Information.

I hereby affirm that the following, by way of illustration and not limitation, are Inventions to which I may have contributed during my employment and that these Inventions belong exclusively to the Company and the terms of this Agreement shall apply accordingly.

No Inventions or improvements (ü/x)

See below (ü/x)

Whether Additional Pages Attached (ü/x)

Date: _____

Employee's Signature _____

Employee's Name and Number : Chandra Bhaskar & 7111034

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SERVICE CERTIFICATE

This is to certify that **Chandra Bhaskar**, bearing the employee ID **7111034** had been associated with our organization as **Senior Software Engineer** from **31-Oct-2016** to **19-Mar-2020**. His last drawn CTC was Rs. **1232004/-**.

We wish him success in future endeavors.

For **Ness Technologies (India) Private Limited**

Naveen Kumar Anjanappa

Senior Manager - HR

Ness Technologies (India) Private Limited

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