

Re: Query Regarding Service agreement

Gaurav Daharia <GauravD4@hexaware.com>

Thu 6/8/2023 3:47 PM

To: Sandhya Dhayanandham <SandhyaD4@hexaware.com>

Cc:Divya Pichumani <DivyaP5@hexaware.com>;Sridharan Narendranath <SridharanN2@hexaware.com>;Manoranjan Gupta <ManoranjanG@hexaware.com>

Hi Sandhya

Thank you for clarifying, your clarification had answered all my questions.

Thanks & Regards

Gaurav Daharia

From: Sandhya Dhayanandham <SandhyaD4@hexaware.com>

Sent: Thursday, June 8, 2023 3:17 PM

To: Gaurav Daharia <GauravD4@hexaware.com>

Cc: Divya Pichumani <DivyaP5@hexaware.com>; Sridharan Narendranath <SridharanN2@hexaware.com>; Manoranjan Gupta <ManoranjanG@hexaware.com>

Subject: RE: Query Regarding Service agreement

Hi Gaurav,

Please note that if your LWD is after the end of your service agreement/bond period then you do not need to pay for the bond.

I hope this clarifies.

Thanks,

Sandhya

From: Gaurav Daharia <GauravD4@hexaware.com>

Sent: Thursday, June 8, 2023 3:12 PM

To: Sandhya Dhayanandham <SandhyaD4@hexaware.com>

Cc: Divya Pichumani <DivyaP5@hexaware.com>; Sridharan Narendranath <SridharanN2@hexaware.com>; Manoranjan Gupta <ManoranjanG@hexaware.com>

Subject: Re: Query Regarding Service agreement

Hi sandhya

A gentle reminder, could you please share an update on this.

Thanks

Gaurav Kumar daharia

From: Gaurav Daharia

Sent: Monday, June 5, 2023 12:49:40 PM

To: Sandhya Dhayanandham <SandhyaD4@hexaware.com>

Cc: Divya Pichumani <DivyaP5@hexaware.com>; Sridharan Narendranath <SridharanN2@hexaware.com>; Manoranjan Gupta <ManoranjanG@hexaware.com>

Subject: Query Regarding Service agreement

Hi Sandhya

I have few questions regarding Service agreement, I had a discussion with Divya from which I got to know that my notice period is not being counted in my 2 years of completion at hexaware. Since I'm going to be released after completion of my 2 years(i.e. 17th June,2023), so do I still need to pay penalty amount for it because as per my understanding I'm completing 2 years in my notice period and it is mentioned in agreement that if someone fails to complete 2 years(**nothing mentioned in agreement like being in notice period or not**), they are eligible to pay amount but in my case the scenario is different, I'm also attaching screenshot for your reference. So as per the below lines Term means 2 years and this is I'm already completing then why I have to pay amount. Please let me know if we can connect at discuss on this.

10. In the event the Trainee breach any of the provisions of this agreement and/or terminates this agreement, by leaving the Company on or before completion of the Training Period and the Term, he or she shall be liable to pay as genuine pre-estimated monetary loss and liquidated damages of Rs. 2,00,000 /- (Rupees Two Lakhs Only) to the Company. In the event of failing to comply with the foregoing such liquidated damages shall carry an interest of 15% per month, from the date of breach of any provisions of this agreement. For this clause, Guarantor shall be equally responsible and liable on behalf of Trainee.

Thanks,
Gaurav

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