

**Letter of Intent**

September 19, 2024

**GAYATHRI M**

**Bannari Amman Institute of Technology, Erode**

Dear GAYATHRI M,

We are pleased to inform you that you have successfully cleared the campus preselection process and have been provisionally shortlisted for employment as a **"Graduate Engineer Trainee"** at Hexaware Technologies.

Your selection is subject to the following conditions:

- Successful completion of your academic program with the required qualifications as per our eligibility criteria.
- You are expected to complete all assigned training and certification programs as part of the Segue Program curriculum to be eligible to join with Hexaware.
- You agree to join Hexaware after successful completion of the Segue program as per specified company guidelines and not participate in any other selection process of another company.
- Completion of any additional assessments or formalities, as per company policies and requirements.
- You agree to join the organization on the specified date, in the assigned role, and at the location as outlined in the formal offer letter.

Upon joining Hexaware, during the training period, you will be entitled to the remuneration indicated below as per the following:

- **Graduate Engineer Trainee:** You will receive a stipend of **Rs.15,000/- per month** for a period of **6 months**. Upon successful completion of the training period, you will be paid a salary of **Rs.4.00 Lakh per annum**.
- The candidate shall hold the designation of **'Trainee'** for a period of **one (1) year** from the date of joining. Upon successful completion of the one (1) year and subject to the candidate's performance appraisal, the candidate may be promoted to the grade **'G2A'** designation of **'Associate Software Engineer Level 1'** or an equivalent role, as determined by the company and HR policies.
- Hexaware reserves the right to extend the training period or modify the designation based on performance or other business considerations. The management reserves the right to make changes.

Additionally, you are required to sign a service agreement for a period of **3 years** from the date of joining Hexaware. In the event of a service agreement breakage, you will be required to pay a sum of **Rs.2.00 Lakh**.

Upon fulfillment of the above conditions and joining the organization, a formal offer letter detailing your terms of employment, compensation structure, and other relevant information will be issued to you.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the companies officials who are authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your acceptance to joining Hexaware. You shall sign the Non-Disclosure Agreement (NDA) upon direction and shall abide by the terms and conditions mentioned therein.

Hexaware shall ensure that all employment terms, including the stipend duration, designation structure, and appraisal process, comply with applicable labor laws and regulations. In the event of any conflict between the terms outlined in this document and applicable laws, the latter shall prevail.

The validity of this Letter of Intent is effective immediately and shall remain valid until **April 30th, 2026**. Both parties acknowledge and agree that this LOI is subject to extension at the discretion of Hexaware, based on prevailing business conditions and mutual interest.

For **HEXAWARE TECHNOLOGIES LIMITED**



Rajesh B

Executive Vice President, RAREC

**HEXAWARE TECHNOLOGIES LTD.**

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