

Date: December 3, 2021

Chundu Prudhvi Venkateswara Rao

3rd floor, Yathi Towers, Road Number 1, Kukatpally Housing Board Colony, Kukatpally, Hyderabad, Telangana, 500072.

Dear Chundu Prudhvi Venkateswara Rao,

Further to our discussions, we are pleased to make you an employment offer with NetCracker Technology Solutions (India) Private Limited.

This offer is based on the following terms and conditions:

You will be appointed to the position of **Junior Application Analyst** based at our **Hyderabad Office**. For a period of twelve months, during which you will undergo classroom training, simulated and real projects, project work and on the job training.

This offer is subject to your executing the Training Reimbursement Agreement ("TRA"), vide which you agree to be in continuous employment with NetCracker Technology Solutions (India) Private Limited for a period of Twenty Four (24) months from the date of joining the company. If you choose to leave NetCracker Technology Solutions (India) Private Limited before the aforesaid stipulated time, or your employment is terminated for reasons laid down in the TRA, you agree to reimburse the training cost of INR Two Lakhs (200,000).

Your duties and responsibilities will be congruent with the position description. From time to time, you can be asked to perform other duties as assigned by the management of NetCracker Technology Solutions (India) Private Limited

Your employment with NetCracker Technology Solutions (India) Private Limited shall commence on or before **09-Dec-2021**.

The validity of the offer is conditional upon receipt of your acceptance and your joining on or before **09-Dec-2021**.

Your fixed Remuneration of INR **400,000** per annum is outlined in the **Appendix -A**.

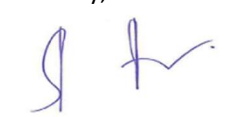
The validity of this offer is subject to the details of your employment history, educational qualifications, etc. being satisfactorily verified.

At the time of joining you will be required to sign the employment agreement, where in the terms and conditions of your appointment are explicitly mentioned.

Please confirm your acceptance of this offer by signing and returning the enclosed duplicate copy of offer.

In closing, I believe that your acceptance of this employment offer and working with NetCracker Technology Solutions (India) Private Limited will be mutually beneficial, and I look forward to you joining our team.

Sincerely,



Srinivas Prabhu Sangam
Director, Human Resources

Appendix –A
Name: Chundu Prudhvi Venkateswara Rao
SALARY ANNEXURE

Particulars	Amount Per Month INR	Amount Per Annum INR
Basic Salary	22,000	264,000
Housing Allowance	8,693	104,320
Special Allowance	N/a	N/a
Leave Travel Allowance*	N/a	N/a
Co. contribution to Provident Fund @ 12% of Basic Salary	2,640	31,680
Total Fixed Remuneration	33,333	400,000
Retention Bonus [#]		50,000
Indicative Total Salary		450,000

* (Annual Payment, tax-free on submission of travel bills twice in a block of 4 years)

Retention Bonus

You will be eligible for a Retention Bonus of **INR 50,000** (INR Fifty Thousand only). Retention Bonus will be paid along with your salary in the month following which you complete twelve months of service with NetCracker Technology Solutions (India) Pvt. Ltd. The application and interpretation of, and any determinations related to, the Retention Bonus is at the sole discretion of Human Resources Director. Employer may amend or terminate the Variable Pay at any time.

Other Benefits	
Gratuity	As per law
Medical Insurance	For self and up to 3 family members as defined
Personal Accident Insurance	Self
Vacation	As per the company policy
Sick Leave	As per the company policy



Documents to be submitted at the time of joining

At the time of joining, you are required to bring copies of the following documents:

- Certificates supporting your educational qualifications along with marks sheets
- Certificate in support of your age; required for statutory purposes
- Employment certificates from previous employers
- Service and relieving letter from previous employer
- Last three salary slip or salary certificate
- Form 16 or Taxable Income Statement duly certified by previous employer.
- Passport: Identification, last page and visas stamped
- Six colored passport sized photographs
- PAN card
- Aadhar card