



Ref: HR/APP/UBQ/17

Date: 27 January, 2017

To,

Mr. Mundru Vasu,
Pune.

APPOINTMENT LETTER

Dear Vasu,

On behalf of **Sancus Technologies.**, we are pleased to offer you the position as **Talend ETL Developer**. Our offer reflects our belief that you have the ability, commitment & desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of the company. The terms of your employment are as follows:

Duties: You will be responsible to perform such duties as the Company may assign to you. You will be required to work a regular 40 hours per week unless otherwise advised by the Company. When deputed to client's site, you will follow clients working hours.

Salary & Benefits: You will be entitled to a Gross remuneration package, which will be upto **Rs. 3,60,000**. You will be entitled to a salary and certain reimbursements and benefits as mentioned in the enclosed sheet (Annexure A). Your salary may be adjusted from time to time but the timing and amount of any adjustment will be at the sole discretion of the Company. The details pertaining to your remuneration are confidential and may strictly be treated as such.

Work Place: You are liable to be transferred/deputed to any other department of the company or group companies' and/ or clients' offices, anywhere in India or abroad, temporarily or permanently.

Probation: You will be on probation for a period of 6 months, which may be extended at the discretion of the company. During the probationary period, your employment is terminable by 7 days written notice on either side. The Company reserves the right to pay or recover salary in lieu of notice period.

Confirmation: Your appointment, as regular employee of the Company shall be confirmed on successful completion of probation or any extension thereof, you will be confirmed in the services of the company. Confirmation shall take effect only upon issue of confirmation letter and from the date given in the letter. Your employment will be subject to termination by 15 days written notice on either side. The Company however, reserves the right to pay or recover salary in lieu of notice period.

Confidentiality and Non-Disclosure: During your employment with the Company, it is likely that you will receive or have access to confidential information concerning the Company, its customers, and its employees. This information includes, but is not limited to, software methodologies and programs, personnel information including compensation and benefits details, customer identities and contacts, operational methodologies, financial information, business strategies, customers' business information, etc. (collectively called "confidential information"). Our maintenance of the confidentiality of this information is an essential obligation to our customers and of vital importance to the Company. Therefore, all employees are strictly obliged (a) not to disclose or use such knowledge for personal benefit or for the benefit of any other third party both during and after your employment with Eicon.

Email: info@sancustech.in

Sai Sapphires, Building No 4, Vidhate Colony, Aundh, Pune, Maharashtra - 411007. Ph No: 020 67082638

1. **Non-Solicitation of Company's Employees:** Sancus Technologies., considers all information concerning its employees to be highly confidential and of prime competitive advantage. As an employee of the Company, you will receive or have access to the identities of other employees in the Company. Therefore, during the term of your employment with us and for a period of one year thereafter, you may not cause, solicit or induce, in any manner, directly or indirectly, any employee of the Company to take up alternative employment.
2. **Non-Solicitation of Company's Clients:** Sancus Technologies., considers information on its clients to be proprietary and confidential. As an employee of the Company, you will receive or have access to the identities of the Company clients, vendors or business associates. Therefore, during the term of your employment with us and for a period of one year thereafter, you agree that you will not accept employment and/or assignments, directly or indirectly, with the Company's clients, vendors, business associates or business partners. In the event you breach this restriction, you agree to be subject to disciplinary and legal action including an immediate injunction and all other legal remedies.
3. **Deputation:** During the term of your employment with Sancus Technologies., you may be deputed for a project/assignment. On completion of the same, you shall resume duties at your base location within a week of completion of the deputation and within a period of three weeks thereafter submit to the Company all information, knowledge, technical know-how, etc. acquired by you during this deputation.
4. **Supplementary Employment:** During the term of your employment with Sancus Technologies., you may not take up any outside employment or other for-profit endeavor unless permitted in writing by the Company. Such permission will be at the sole discretion of the Company and may be granted only by authorized officers.
5. **Service Conditions:** In addition to the above, you will be subject to general rules of conduct, discipline, leave, holidays, hours of work etc. that are prevailing in the Company or may be brought into force from time to time.

In case of your absence from duty for three consecutive days without any reasonable cause or if you proceed on leave without obtaining permission. The company has the right to draw a presumption that you have abandoned the employment of your own without making reference to you.

6. **Change In Employee Status:** Any change in marital status and/or residential address, and/or acquisition of additional educational qualification should be intimated to Corporate Personnel Department to enable us to keep our records up-to date.

We welcome you on Sancus Technologies. team. We at Sancus Technologies. feel that you will make an invaluable addition to our team and it is with great enthusiasm that we hope that you accept these terms and conditions of the appointment. We look forward to your long and fruitful association with us. You are requested to complete all joining formalities before joining with us.

Annexure – A

COMPENSATION PLAN

Mr. Mundru Vasu,
Designation: Talend ETL Developer.

Total Compensation: **Rs. 3,60,000.00.** A detailed break-up of the annual total Compensation is given below.

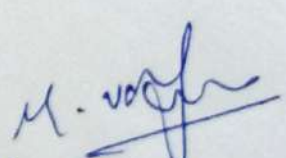
SALARY COMPONENTS		
EARNINGS:A	Monthly	Yearly
Basic	12,000.00	144000.00
House Rent Allowance	6,000.00	72000.00
Conveyance Allowance	1,600.00	19200.00
Additional Allowance	900.00	10800.00
Special/Project Allowance	3,000.00	36000.00
Medical Allowance	1,250.00	15000.00
Flexible Benefits	1,500.00	18000.00
Others	3,750.00	45000.00
Gross Salary	30,000.00	360000.00

For Sancus Technologies.


Lavanya K
HR Manager.



I accept the above terms and conditions of service.

Signature: 
Date:

27/01/2017