

April 16, 2021

Vignesh Arvin Govindharaj  
Bangalore

**Dear Vignesh,**

Further to our discussions, we are pleased to make you an offer of employment with **NetCracker Technology Solutions (India) Private Limited**. This offer is based on the following terms and conditions:

1. You will be appointed to the position of **Software Engineer**. 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 **June 17, 2021**.

**The validity of the offer is conditional upon receipt of your acceptance and your joining on or before June 17, 2021. Your base location of work will be Bangalore. You would have no objections to work in any of the office locations in India.**

2. Your total remuneration of **INR 650,000/- per annum** is outlined in the Appendix -A.
3. The validity of this offer is subject to the details of your employment history, educational qualifications, etc. being satisfactorily verified.
4. 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.
5. You will be on probation for a period of three months. On successful completion of probation, your services will be confirmed in writing.

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

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 operations team.

Sincerely,



**Srinivas Prabhu Sangam**  
**Director, Human Resources**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Enclosures:**

- Appendix – A - Salary Break up  
Appendix – B - Joining Bonus  
Appendix – C - Documents to be submitted at the time of joining

**NetCracker Technology Solutions (India) Private Limited**

H.O: Plot No. 5 & 43, HITEC City, Madhapur, Hyderabad - 500 081, Rangareddy, Telangana, India  
Tel: 91 40 6623 5000, Fax: 91 40 6623 5452

**APPENDIX - A**

**Vignesh Arvin Govindharaj - Salary Details**

Particulars	Amount Per Month	Amount Per Annum
Basic Salary	INR 27,083	INR 325,000
Housing Allowance	INR 10,833	INR 130,000
Special Allowance	INR 10,742	INR 128,900
Leave Travel Allowance	INR 2,258	INR 27,100
Co. contribution to Provident Fund @ 12% of Basic Salary	INR 3,250	INR 39,000
<b>Total Fixed Pay</b>	<b>INR 54,167</b>	<b>INR 650,000</b>

Other Benefits	
Gratuity	As per law
Medical Insurance	For self and up to 3 family members as defined
Personal Accident Insurance	Self
Vacation	22 days per year
Sick Leave	8 days per year

*S. Arvin*

**APPENDIX – B**

**Joining Bonus**

**Dear Vignesh,**

This is to confirm that a sum of **INR 75,000/- (Indian Rupees Seventy Five Thousand only)** will be payable as joining bonus. This amount would be payable along with your salary for the third month of service with NetCracker Technology Solutions (India) Pvt. Ltd.

The joining bonus amount paid to you would be tied in to twelve months of service, from the date of payment. Any service severance prior to completion of twelve months of service would require you to refund the entire amount.

The Income Tax payable for this incentive amount shall be borne by you.



### **APPENDIX – C**

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

- (a) Certificates supporting your educational qualifications along with marks sheets
- (b) Certificate in support of your age; required for statutory purposes
- (c) Employment certificates from previous employers
- (d) Service and relieving letter from previous employer
- (e) Last three salary slip or salary certificate
- (f) Form 16 or Taxable Income Statement duly certified by previous employer.  
(Statement showing deductions & Taxable Income with break-up)
- (g) Passport: Identification, last page and visas stamped
- (h) Six colored passport sized photographs
- (i) PAN card
- (j) Aadhar card