

Ref: LTTS - Mysore / HR / 2015-16 / 15050

July 29, 2015

Mr. Abhijit J Dharangutte,
139, 7th Cross,
7th Main, BSK 3rd Stage,
Srinivasnagar, Bangalore - 560 050.

Mobile/Tel: +91 8123506123

OFFER OF EMPLOYMENT ON PROBATION

Dear Mr. Abhijit J Dharangutte,

With reference to your interview that you had with us, we have pleasure in offering you employment in **L&T TECHNOLOGY SERVICES LIMITED** (hereinafter referred as "Company") on the following terms and conditions:

1) SALARY AND GRADE

Your Grade and Basic Salary will be as under:

GRADE : A-1-1

BASIC SALARY : Rs. 10395/- p.m.

The details of your other Allowance are indicated in the Compensation sheets attached herewith.

2) APPOINTMENT DESIGNATION AND PLACE OF WORK

You will be designated as **Software Engineer** and will be based at our **Bangalore** location. You will be employed at **SEZ** unit.

You may be transferred to any of the Company's establishment including its successors or assigns, anywhere in India or abroad, as and when required by the Company.

Your employment with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials (if any) and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above mentioned date.

3) SALARY REVIEW

Salary revisions will be base-1 on individual, as well as Company's performance and increments (if any) are therefore granted on merit as per the company policy in force from time to time.

4) MEDICAL FITNESS

Your appointment is subject to your being found medically fit by the Company Doctor.

SALARY CARD

Name : Abhijit J Dharangutte

Date : 27-Jul-15

Grade : A-1-1

Location : Bangalore

Track : T-1 : Delivery / Fulfilment

Designation : Software Engineer

COMPONENTS	p.a.	p.m.
Monthly Remuneration		10,395
Basic		5,198
House Rent Allowance (HRA)		1,600
Conveyance		1,250
Medical		200
Educational Allowance		11,085
Ad-hoc		3,000
Monthly Performance Pay (MPP)		3,750
Additional Pay		
SUB TOTAL (A)	437,725	36,477
ANNUAL BENEFITS		
Leave Travel Assistance (LTA)	9,000	750
	9,000	750
SUB TOTAL (B)		
DEFERRED BENEFITS		
Provident Fund (PF)		1,247
Gratuity		500
SUB TOTAL (C)	20,969	1,747
Total (A+B+C)	467,694	38,975
Annual Incentive (AI)	33,626	
	0	
GRAND TOTAL	501,320	

PS

- In addition to the salary indicated above, your CTC includes other benefits applicable to your grade.
- Location Allowance (If applicable) will be over & above your salary indicated above & will be payable as per eligibility

 L&T TS - Confidential

HR -TS / 20100398


17-Nov-2016

SERVICE CERTIFICATE

TO WHOMSOEVER IT MAY CONCERN

NAME : Mr. Abhijit Jinagouda Dharangutte
PAY SHEET NUMBER : 20100398
DATE OF JOINING : Joined on 02-Sep-2015 as Software Engineer
DATE OF LEAVING : 17-Nov-2016
REASON FOR LEAVING : Resignation
CADRE / GRADE AT THE : A-1-1
TIME OF LEAVING : Software Engineer
DEPARTMENT / LOCATION: TS, Bangalore.
SALARY AT THE TIME
OF LEAVING : Basic : Rs. 10,895 /-pm
Maximum Fixed Salary : Rs. 4,79,949 /- pa
Maximum Gross Salary : Rs. 5,12,554 /- pa

Yours faithfully,
For L&T Technology Services Limited,



Bharath Vinod K
Assistant Manager – Human Resource

TS HR / 20100398

17-Nov-2016

Mr. Abhijit Jinagouda Dharangutte
TS, Bangalore

Dear Abhijit,

YOUR RESIGNATION

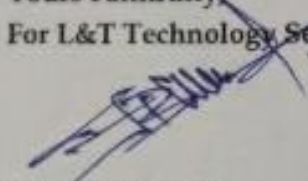
We are in receipt of your resignation letter dated 26-Sep-2016, tendering your resignation from our services. Your resignation has been accepted.

1. You will be relieved of your duties from the close of working hours on 17-Nov-2016.
2. Our Accounts Department will settle your dues on the following basis on production of the enclosed clearance certificate duly completed:
 - a. Salary and Allowances for the month of November 2016 up to and including 17-Nov-2016.
 - b. Provident Fund as per rules.

No leave of any kind is permissible during the notice period and any leave taken will be considered as absence without pay.

We wish you the very best in your future career.

Yours Faithfully,
For L&T Technology Services Limited,



Bharath Vinod K
Assistant Manager - Human Resource

cc: F&A, Bangalore / Personal Folder