

Addendum to Employment Contract

27th June, 2008

To,

Mr. Aliasgar H Lokhandwala
Serial No: 62235

In accordance with Local service agreement between IBM India Pvt. Ltd. (hereinafter called as "previous employer") and AT&T Communication Services India Pvt. Ltd. (hereinafter called "company"), the additional terms and conditions of your employment with the company are mentioned below:

1. Date of Hire and Net Credited Service

Your net credited service date will be **4/28/2008** (month/date/year). The Net credited service will be used to maintain continuity in compensation and benefits including eligibility and payout of Gratuity, eligibility for Superannuation payout at the company and eligibility for Long Service Award.

2. Probation and Confirmation

If you are on probation at the time of leaving service with the previous employer and at the time of joining the company, you will continue to be on probation up to the completion of 1 year tenure from the date of joining service with the previous employer. Thereafter, based on performance evaluation by your supervisor, you may be confirmed on permanent role.

In case you are on extension of probation at the time of leaving the previous employer, you will continue to be on extension of probation up to a maximum of 6 months from date of joining the company. Thereafter, based on performance evaluation by your supervisor, you may be confirmed on permanent role.

If you have already completed probation and are a confirmed employee with the previous employer, your probation period at the company will be waived and you will be treated as a confirmed employee with the company at the time of joining.

For purpose of notice period under section 5 of your employment contract, such notice period shall be ascertained on the basis of your date of joining service with the previous employer.

3. Employment Protection

In line with Employee Matters Agreement (herein after called EMA), your employment is protected for twelve months from the date of joining the company.

In the unfortunate instance of termination of employment due to redundancy after completion of one year from date of joining the company, you will receive a generous severance package. This package includes severance compensation equivalent to 1.5 month's "Annual Total Cash" (Basic and P&B), eligibility based payout of benefits such as Gratuity, Superannuation and one month notice period or payment in lieu thereof.