

#### 4. Job Role, Work Location and Scope of Work

Subject to section 3 of your Employment Contract, your job role at the time of joining will be the same as with the previous employer. However, the company may at anytime during the course of your employment, change your job role upon notice to you, inter alia, for business reasons or your internal transfer to another job role, etc.

You will be located at **Pune** at the time of joining the company till such time as the company notifies you of a change in location, whereupon you shall report to work at such changed location so notified to you.

In addition to your transfer, deputation or secondment under section 3.2 of the Employment Contract, the company may at anytime in its sole discretion transfer, depute or second you to (i) a present or future affiliate (including any subsidiary or affiliated entity thereof) of the company or (ii) any affiliated new entity/ties that may be formed by the company pursuant to a corporate reorganization or otherwise, including any subsidiary or affiliated entity thereof.

#### 5. Mobility Allowance

If you were eligible and receiving Mobility Allowance at the time of leaving the previous employer, as certified in writing by the previous employer prior to transition, you will continue to get the Mobility Allowance as per the eligibility period defined in your individual agreement by the previous employer or upto 12 months from date of joining the company, whichever terminates earlier.

#### 6. Hardship Allowance

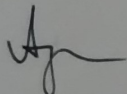
If you were eligible and receiving Hardship Allowance at the time of leaving the previous employer, as certified in writing by the previous employer prior to transition, you will continue to get the Hardship Allowance as per the eligibility period defined in your individual agreement by the previous employer or up to 12 months from date of the joining the company, whichever terminates earlier.

Kindly sign the employment contract and the addendum as an acknowledgement of acceptance of the terms and conditions contained in the Employment Contract and the Addendum, and return the duplicate copy to the undersigned at the following address:

**International Human Resource division,  
AT&T Communication Services India Pvt. Ltd.  
Mohan Dev House, 13, Tolstoy Marg  
New Delhi – 110001.**

We look forward to welcoming you to AT&T!

*For AT&T Communication Services India Pvt. Ltd.*



**Amitabh Nigam  
Country HR Manager - India**