



Dear Mr. R.ANBALAGAN

09<sup>th</sup> July 2008.

Appointment for HTML Programmer,

With reference to your application for employment and subsequent interview with us, we are pleased to appoint you as HTML Programmer in ProCon IT India on the following terms and conditions.

Your starting salary is Rs.60000 (Sixty Thousands) per annum inclusive of taxes if applicable,

You will be governed by the Rules and Regulations of the company as may be in force from time to time. You will not, during the continuance of the employment or thereafter divulge, reveal or make known to any person whomsoever or to any firm, Company or Corporation, any information whatsoever received by you during the course of your employment with ProCon IT India.

Certain declarations and execution of 6 months service agreement are required, the rules and regulations of the company and these may please be compiled with at the time of joining. And a one month notice period is required before reliving the job otherwise a one month salary will be deducted.

Your appointment takes effect from the date you report for duty that is 16<sup>th</sup> July 2008.

We also expect you to maintain confidentiality of your compensation package.

The company and management expect a performance from you of the highest order and would be pleased to accord to you due recognition based on merits. You should also cultivate excellent relations with our clients and your colleagues, junior colleagues, superiors and the public.

In acceptance of this offer, you may please sign and date the duplicate copy of this letter and return it us indicating the date of your reporting for duty. If no reply is received within 7 days, we presume that you are not interested in this offer and the offer issued to you stands cancelled.

Wishing you the best and thanking you..

ProCon IT India,

  
Authorized Signatory.



23<sup>rd</sup> March 2009.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr. R. Anbalagan was working at ProCon IT India As **HTML Programmer** from 16-07-2008 to 23-03-2009. During his tenure, we found him to be his services were found to be satisfactory.

We wish him all the best in his future endeavors.

ProCon IT India,

*Upasankar*  
Authorized Signatory.

**PROCONIT INDIA**  
155, Sydenhams Road,  
Ist Floor,  
Opp. Nehru Indoor Stadium  
**CHEENNAI - 600 003.**

COPY

To:

**R.Anbalagan**

No. 52 / 1, East Vanniar Street

West K.K Nagar

Chennai 600078

SUB: Job Offer Letter

Dear Anbalagan,

We are pleased to offer you an appointment in our company Redmagic Media Pvt Ltd (hereafter referred to as redmagicmedia.com ) as "HTML Programmer". Your appointment will be governed subject to your acceptance of the following terms and conditions.

Your appointment shall become effective from 25<sup>th</sup> of March 2009

Your monthly salary structure is as follows:

Basic pay of Rs.4,000/- per month,

Dearness Allowance Rs.1800/- per month,

Other Allowances Rs. 1200/- per month,

A total of Rs. **7,000/-** per month.

- You will abide by the working hours and other rules & regulations prescribed by the management from time to time in the interest of efficient working of the organization.
- While in service you will not engage yourself in any studies or professional courses without prior written permission of the management.
- You will devote the whole of your time and effort and attention to the business of the Company and shall work with due diligence and using your abilities do your best to promote the business of the Company and shall faithfully serve the company
- You shall be bound not to do yourself or participate or associate in doing any business akin to the business carried on by the Company, during your employment with the Company.
- You shall not disclose any information, data, and details concerning the business of the company within your knowledge or otherwise to any third person outside the Company.

*R. Anbalagan*

**PREMIUM WEB AND GRAPHIC DESIGN SERVICES**

2/21, Malaviya Avenue, Nathan's Arcade(2nd Floor),L.B.Road, Thiruvanmiyur, Chennai- 600041

Ph: 044 - 2452 0446 E-mail: [info@redmagicmedia.com](mailto:info@redmagicmedia.com)



## Appendix I.

- 1. Ownership of developments:** All designs, developments, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) ("Inventions") which you may conceive or develop (whether alone or not) during the period of your employment (whether or not during business hours) and which relates to or is connected with any of the matters which have been, are or may become the subject of redmagicmedia.com' affairs or business, or of any of its clients, or in which redmagicmedia.com or its clients have been, are or may become interested, shall be the exclusive property of redmagicmedia.com and form part of redmagicmedia.com's confidential information.
- 2. Data Protection:** You must not access, use, disclose or retain personal information held in connection with any client or fellow employee except in the proper and lawful performance of your job role and pursuant to the provisions of the Policy.
- 3. Governing Law:** This contract is governed by and shall be construed in accordance with Indian law & all disputes are subject to Chennai jurisdiction only.
- 4. Code of Conduct and Behaviour:** The following rules need to be adhered to, both in letter and spirit. You are required to comply with appropriate standards of conduct and behaviour at all times and to act in a manner which will not bring redmagicmedia.com or any related company into disrepute.
  - a. During the course of your employment you will be given access to servers, passwords, login information's, project plans and other materials. You will not divulge these to anyone else. Full confidentiality needs to be maintained.
  - b. It is expressly understood that you engage yourself exclusively for the company's business alone & strictly avoid personal calls / personal work during office hours and do not undertake any freelance or any other form of contract while in employment with redmagicmedia.com.

Any breach of the above will form a sufficient cause for termination of the contract / employment.

- 5. Termination:** You are employed on at-will basis. The company agrees to provide you up to 7 advance notice of termination (except no advance notice is required if the termination of your employment for a cause) and you agree to provide the company with thirty days (30 days) of advance notice which is reasonable under such circumstances due to the substantial effort, time & expense company will be required to incur in employing another person to replace your services.

*R. Anbalagan*



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Notice period of 30 days has to be compulsorily served by all employees. There will be NO LEAVE with pay during the notice period. By signing the copy of this appointment letter, you understand thoroughly and solemnly indemnify the company for any legal proceedings against you, upon your failure to satisfy the exit clause as mentioned above.

Your full & final settlement / service certificate / relieving letter shall be cleared / issued to you ON the 30th day of your relieving date subject to your strict adherence to the exit clause as explained above.

Non performance WILL NOT be tolerated at any levels & anyone being found to be a liability for the company, can be terminated with absolutely NO NOTICE. Task completion in full is mandatory at all levels.

No project will be delayed for whatever reasons except for clients delay.

If you commit any breach of this agreement or are guilty of misconduct, dishonesty, absence without leave, disobedience of any lawful orders or instructions or any misconduct calculated to bring the company or its employees into disrepute (inclusive of any act outside your duty hours and outside the premises of establishment which has any material bearing on the smooth and efficient working of the company), your services will be terminated without notice or without any payment in lieu of such notice, and in such a case you will have no claim on the company.

**6. Confidentiality:** As part of your employment, you will acquire or develop confidential and proprietary information concerning the company and its dealings and method of dealings with its customers and employees and you also will develop relationships of special trust and confidence with the company's customers and employees (collectively, "Confidential Matter"). You agree that such confidential information is only for the Company's exclusive benefit. Upon the conclusion of your employment, you will promptly return all documents, timesheets and information (including computer generated or stored matters) concerning the company or its customers and employees.

**7.. Non Competition and Non- Solicitation:** During the period until one (1) year following the expiry / termination of your contract for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business of (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming or development services to any customer of the company (regardless whether or not you personally dealt with that client during your employment) nor directly or indirectly solicit the services of (or otherwise deal with a manner adverse to the company with) any employee of the company or induce such employee to terminate his / her employment. You further agree that: (1) the company shall be entitled to injunctive relief as well as damages for any violation by you of paragraphs 6 & 7 of this agreement (which shall survive the termination of this Agreement and your employment); (2) Indian Government substantive law shall govern this Agreement and its enforcement; (3) Jurisdiction and venue is proper in any proceeding to enforce rights hereunder filed in any court located in Chennai, India. (4) Paragraphs 5, 6 & 7 are intended to be enforced in accordance with their terms but that such terms shall be deemed modified as necessary so as to render them valid and enforceable to the fullest extent permissible by applicable law. You will be liable to pay any

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R. Anbalagan



**8. Indemnity:** You automatically confirm that you are joining the services of the company of your own free will and volition, and agree to indemnify the company against any claims that may rise due to your joining the company.

#### Leave Policy for the year 2009

CL - 7 days | SL - 5 days

2nd and 4th Saturdays of all months will be a HOLIDAY.

CL & SL cannot be combined| Only 1 day paid leave per month is allowed either as CL or SL. Anything beyond 1 day will be on LOP.

No LEAVE eligibility for all grades during their probation period of 3 months. Leaves will be allotted on prorata basis post their probation. All leaves during probation will be on LOP.

Leaves cannot be accumulated within the year. For example, January, an employee doesn't take any leave, then he is not eligible to take 2 days in February

No Accumulation of leave to the next year / No Encashment of any leave.

Only 2 permissions allowed per month - not exceeding 60 minutes.

Coming beyond the approved 60 minutes of permission, will be treated as 1/2 a day leave.

Leaves will not be approved on WITH PAY basis for days that commence at the beginning / ending of holidays that is any form of leave CANNOT be taken to link pre-approved holidays.

Example1: Every month, second /fourth Saturday & Sunday is a holiday & leave cannot be taken on Friday that side or on Monday this side. Such leaves without question becomes LOP irrespective of eligibility / grade. If someone opts to take leave this way - a) the leave will not be approved and b) the leave will only be treated as LOP for all 3 days.

Example 2: May01st is a Government holiday, May 03rd is a first Saturday and we are closed. If someone opts to take leave on the 02nd of May - a) the leave will not be approved and b) the leave will only be treated as LOP for all 3 days.

#### Late Comings - Policy for the year 2009

Late comings will be strictly DISALLOWED. Up to 2 late comings which is less than 15 minutes from the official start time of 9.30am, will be considered for no deduction.

2 additional late comings (apart from the considered 2), will be adjusted against the 2 allowed permissions for the month.

Late comings beyond the same will attract a deduction of 1/4th of the days salary per late coming. If late comings are beyond 10.30am, the same will be treated as 1/2 a day leave.

**DEDUCTIONS that arise out of late comings WILL NOT be adjusted against any available leaves.**

*R. Anbalagan*

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- You will not divulge any official information relating to systems and process, business strategy etc. concerning the business of the company which you may have come to know by virtue of your duties or otherwise.
- You shall recognize, admit as well undertake to protect and safe guard the intellectual property of the company relating to all materials, data, information techniques, systems, processes, methods, know how or otherwise concerning the software systems development, improvement, business pursued by the company.
- You will be under probation for the first 3 months. You will be confirmed after you demonstrate suitability for continued employment. Therefore, redmagicmedia.com reserves the right to terminate your employment relationship for any reason at any time during your probationary period.

You will cease to be an employee of redmagicmedia.com if you fail to report to work for a period or more than 2 weeks without any prior notice and your appointment will stand canceled.

- .. • At any given time, the management reserves the right to amend the terms and conditions of employment

In the event of your breach of the various terms and conditions of your offer letter, the management shall initiate action to terminate your services forthwith without prejudice to the right of the management to take suitable legal action in the event of such breach.

- You will report to the undersigned or any other officer who may be nominated by the undersigned in your day-to-day work.

Refer Appendix I

If you have any questions concerning the terms set forth above or any related issues, please do not hesitate to contact me.

Agreed and accepted with the express intent to be legally bound by the terms & conditions of employment.

For Redmagicmedia Pvt Ltd, Accepted

(A. S. RIMD HMA)  
Date: 20/3/09

R. Anbalagan  
20/3/09

Encl: Leave / Late coming policy for the year 2009 and the conduct of code



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MR. ANBALAGAN R  
 REDMAGIL MEDIA PVT LTD  
 2/21 MALAVIYA AVENUE L B ROAD,THIRUVAMBIYUR  
 CHENNAI 600041  
 TAMILNADU INDIA  
 JOINT HOLDERS:

Account Branch : THIRUVANMIYUR  
 Address : HDFC BANK LTD.  
 8, LATTICE BRIDGE ROAD  
 THIRUVANMIYUR,  
 City : CHENNAI 600041  
 State : TAMILNADU  
 Phone no. : 044-61606161  
 OD Limit : 0.00  
 Currency : INR  
 Email : anbumca05@gmail.com  
 Cust Id : 31889417  
 Account No : 08471050008823  
 A/C Open Date : 04/02/2009  
 Account Status : Regular

OTHER

Nomination Facility : Not Registered

## Statement of account

From: 01/09/09

To: 10/01/10

Date	Narration	Chq./Ref.No.	Value date	Withdrawal Amount	Deposit Amount	Closing Balance*
05/09/09	08472020000161-TPT-SALARY	2433A1	05/09/09		6,767.00	6,782.35
06/09/09	NWD-5264190123689480 - VADAPALANI	3315029	06/09/09	200.00		6,582.35
06/09/09	ATS-5264190123689480 -CHENNAI	0003505	06/09/09	6,500.00		82.35
08/09/09	CASH DEP - THIRUVANMIYUR		08/09/09		3,000.00	3,082.35
08/09/09	NEFT-11053240632 -MONTHLY TRANSFER	5100003	08/09/09	500.00		2,582.35
09/09/09	ATW-5264190123689480 -THIRUVAMBIYUR	0000342	09/09/09	1,900.00		682.35
11/09/09	ATW-5264190123689480 -THIRUVAMBIYUR	0001140	11/09/09	200.00		482.35
13/09/09	NWD-5264190123689480 - VADAPALANI	5315027	13/09/09	200.00		282.35
15/09/09	ATW-5264190123689480 -THIRUVAMBIYUR	0001508	15/09/09	200.00		82.35
17/09/09	08471050008943-TPT-MONTHLY TRANSFER	4226A1	17/09/09	80.00		2.35
01/10/09	CREDIT INTEREST CAPITALIZED		30/09/09		2.17	4.52
03/10/09	FUNDS TRAN - THIRUVANMIYU-15888630000014	0044608	03/10/09		801.00	805.52
03/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0005820	03/10/09	500.00		305.52
03/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0006123	03/10/09	200.00		105.52
05/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0006447	05/10/09	100.00		5.52
05/10/09	08472020000161-TPT-SALARY	6878A1	05/10/09		7,000.00	7,005.52
05/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0006724	06/10/09	2,500.00		4,505.52
06/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0006824	06/10/09	200.00		4,305.52
07/10/09	NEFT-11053240632 -MONTHLY TRANSFER	8000006	07/10/09	600.00		3,705.52
08/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0007648	08/10/09	400.00		3,305.52
10/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0009135	10/10/09	300.00		3,005.52
12/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0009473	12/10/09	2,000.00		1,005.52

HDFC BANK LIMITED

\*Closing balance includes funds earmarked for hold and uncleared funds

Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement.

HDFC Bank Service Tax Registration Number: M-IV-ST/BANK &amp; OTHER SERVICES /20/2001

Registered Office Address: HDFC Bank House,Senapati Bapat Marg,Lower Parel,Mumbai 400013



Date	Narration	Chq./Ref.No.	Value date	Withdrawal Amount	Deposit Amount	Closing Balance*
14/10/09	ATW-5264190123689480 -THIRUVAMBIYUR	0009415	15/10/09	200.00		805.52
15/10/09	ABW-5264190123689480 -CHENNAI	0007871	16/10/09	300.00		505.52
16/10/09	EAW-5264190123689480 -VILLUPURAM	0008535	17/10/09	300.00		205.52
18/10/09	ATS-5264190123689480 -VILLUPURAM	0005758	19/10/09	200.00		5.52
26/10/09	FUNDS TRAN - THIRUVANMIYU-15888630000041	0049792	26/10/09		801.00	806.52
26/10/09	ATW-5264190123689480 -THIRUVANMIYUR	0001868	26/10/09	200.00		606.52
27/10/09	NWD-5264190123689480 -VADAPALANI	0002541	28/10/09	200.00		406.52
29/10/09	ATW-5264190123689480 -THIRUVANMIYUR	0002316	30/10/09	100.00		306.52
31/10/09	ATW-5264190123689480 -THIRUVANMIYUR	0002838	01/11/09	100.00		206.52
31/10/09	NWD-5264190123689480 -VADAPALANI	0003852	01/11/09	100.00		106.52
01/11/09	NWD-5264190123689480 -VADAPALANI	0004101	01/11/09	100.00		6.52
05/11/09	08472020000161-TPT-SALARY	5360A1	05/11/09		8,333.00	8,339.52
05/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0003701	05/11/09	2,000.00		6,339.52
05/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0005018	06/11/09	2,000.00		4,339.52
07/11/09	NWD-5264190123689480 - VADAPALANI	8315055	07/11/09	500.00		3,839.52
09/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0006070	10/11/09	200.00		3,639.52
09/11/09	NWD-5264190123689480 -VADAPALANI	0006918	10/11/09	500.00		3,139.52
11/11/09	NEFT-11053240632 -MONTHLY TRANSFER	1500002	11/11/09	600.00		2,539.52
12/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0004851	12/11/09	200.00		2,339.52
13/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0007190	14/11/09	300.00		2,039.52
15/11/09	ATS-5264190123689480 -VILLUPURAM	0006143	15/11/09	500.00		1,539.52
17/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0005051	17/11/09	200.00		1,339.52
18/11/09	NWD-5264190123689480 -VADAPALANI	0009893	19/11/09	200.00		1,139.52
19/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0005304	19/11/09	500.00		639.52
20/11/09	CASH DEP - THIRUVANMIYUR		20/11/09		500.00	1,139.52
22/11/09	NWD-5264190123689480 - VADAPALANI	5315010	22/11/09	300.00		839.52
25/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0006734	26/11/09	200.00		639.52
26/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0006983	27/11/09	200.00		439.52
27/11/09	ATW-5264190123689480 -THIRUVANMIYUR	0006103	27/11/09	100.00		339.52
28/11/09	EAW-5264190123689480 -VILLUPURAM	0009256	28/11/09	300.00		39.52
05/12/09	08472020000161-TPT-SALARY	1688A1	05/12/09		9,500.00	9,539.52
05/12/09	ATW-5264190123689480 -VADAPALANI2CD	0006099	05/12/09	2,000.00		7,539.52
06/12/09	ATS-5264190123689480 -VILLUPURAM	0003818	06/12/09	1,000.00		6,539.52
08/12/09	NEFT-11053240632 -MONTHLY TRANSFER	4200006	08/12/09	2,500.00		4,039.52
08/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0009921	09/12/09	300.00		3,739.52
10/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0002815	10/12/09	100.00		3,639.52
11/12/09	FEE-TXNS OTHER BANK ATMS - NOV09 051209		11/12/09	60.00		3,579.52
11/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0000534	11/12/09	200.00		3,379.52
12/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0003343	12/12/09	300.00		3,079.52
15/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0003765	16/12/09	200.00		2,879.52
17/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0001701	17/12/09	200.00		2,679.52
18/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0001898	18/12/09	200.00		2,479.52
21/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0009225	21/12/09	1,000.00		1,479.52
24/12/09	CASH DEP - THIRUVANMIYUR		24/12/09		500.00	1,979.52
24/12/09	ATW-5264190123689480 -THIRUVANMIYUR	0005312	24/12/09	200.00		1,779.52
25/12/09	EAW-5264190123689480 -VILLUPURAM	0007963	25/12/09	500.00		1,279.52
25/12/09	EAW-5264190123689480 -VILLUPURAM	0008060	25/12/09	500.00		779.52
25/12/09	ATS-5264190123689480 -VILLUPURAM	0009396	26/12/09	500.00		279.52

## HDFC BANK LIMITED

\*Closing balance includes funds earmarked for hold and uncleared funds

Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement.

HDFC Bank Service Tax Registration Number: M-IV/ST/BANK &amp; OTHER SERVICES /20/2001

Registered Office Address: HDFC Bank House, Senapati Bapat Marg, Lower Parel, Mumbai 400013



Date	Narration	Chq./Ref.No.	Value date	Withdrawal Amount	Deposit Amount	Closing Balance*
01/01/10	CREDIT INTEREST CAPITALIZED		31/12/09		0.96	280.48
02/01/10	ATW-5264190123689480 -THIRUVANMIYUR	0007076	03/01/10	200.00		80.48
05/01/10	08472020000161-TPT-SALARY	8987A1	05/01/10		9,025.00	9,105.48
08/01/10	EAW-5264190123689480 -VILLUPURAM	0001977	08/01/10	300.00		8,805.48
08/01/10	NWD-5264190123689480 -CHENNAI	0003378	09/01/10	2,300.00		6,505.48
09/01/10	NWD-5264190123689480 -VADAPALANI	0008483	10/01/10	500.00		6,005.48

## STATEMENT SUMMARY :-

Opening Balance 15.35	Dr Count 64	Cr Count 12	Debits 40,240.00	Credits 46,230.13	Closing Balance 6,005.48
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Your statement generation frequency is quarterly and the next statement will be generated on the same day next quarter

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**Consent to Call** and we  
shall contact you with  
offers from time-to-time.

To register immediately,  
SMS 'CTC' to 5678712

HDFC BANK LIMITED

\*Closing balance includes funds earmarked for hold and uncleared funds

Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement.  
HDFC Bank Service Tax Registration Number: M-IV/ST/BANK & OTHER SERVICES /20/2001  
Registered Office Address: HDFC Bank House, Senapati Bapat Marg, Lower Parel, Mumbai 400013

Yours faithfully

**To Whomsoever It May Concern**

This is to confirm that **R. Anbalagan** worked at **Redmagic Media Pvt Ltd** as a **HTML Programmer** from **March 2009 to January 2010**.

His last drawn salary was Rs. 9500/- per month.

We wish him all the best in his endeavors.

With best regards,

Srividhya. N  
Director - Redmagic Media Pvt Ltd



**PREMIUM WEB AND GRAPHIC DESIGN SERVICES**

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Ph: 044 - 2452 0446 E-mail: [info@redmagicmedia.com](mailto:info@redmagicmedia.com)

January 04, 2010

To

**Mr.R.Anbalagan**

23/17-A,Kuppusamy Main Street,  
V.Maruthur, Villupuram – 605 602.

Dear Mr. R.Anbalagan,

**Sub: -Appointment for the post of HTML Programmer – Reg.**

With reference to your application for the above post in our company and based upon your performance in the interview conducted, we are pleased to inform that you are appointed as a **HTML Programmer** in our organization on the following terms and conditions:

**Terms and Conditions:-**

- 1) Your appointment is effective from January 11, 2010
- 2) Your designation is “HTML Programmer”
- 3) You will be paid a consolidated salary of Rs.12, 000/- (Rupees Twelve Thousand only) per month.
- 4) The salary will be paid on or before 7th of every English calendar date.
- 5) You are expected to show your full ability and strength during your appointment period.
- 6) You are expected to report to duty on time on all working days (Monday – Saturday).
- 7) You are expected to inform your non availability in advance either through mails or orally to your superiors without fail, the working days of the employees not adhering this terms will be treated as absent for the duty and it would be calculated as Loss of Pay.
- 8) You are strictly not allowed to use your mobile phones inside the work station and you are expected to keep the mobile off in the work area during the effective working hours.
- 9) The dress code is always formal and you are requested to avoid all dressings which will affect the morale of others.

- 10) You are expected to give a prior notice of 15 days if you wish to leave our company, the payment of dues of any employee leaving the company without proper notice will be made on a case to case basis after the sanction of the management members.
- 11) Your salary will be revised /increased purely on your performance basis and not based upon the total months of your service with our organization.
- 12) The Duty timings will be in accordance to the execution of the company's committed services and you are expected to render your full co-operation in this regard.
- 13) You are expected to keep the office premises clean and to handle the office properties with utmost care.
- 14) The management wishes you to be a partner of our success and to grow along with the company.

For VETHON COMMUNICATIONS,



**Gokula Krishnan M**  
Authorized Signatory

30<sup>th</sup> April 2010**EXPERIENCE CERTIFICATE**

This is to certify that Mr. R. Anbalagan worked in our company as a 'HTML Programmer' from 11<sup>th</sup> January 2010 to 30<sup>th</sup> April 2010.

He delivered outstanding results in all given task such as XHTML/CSS, PSD to HTML conversion, Tableless Coding, W3c Validation, Wordpress Theming etc.

Accepting his resignation letter dated 15<sup>th</sup> April 2010, he has been relieved from the company and from his responsibilities on 30<sup>th</sup> April 2010. He is leaving our company because of some personnel family problems.

During his tenure with us we found he is sincere and hardworking. It is also certified that he had drawn Rs.12,000/-pm as his salary.

We wish him all the best.

For Vethon Communications

Gokula Krishnan M  
Project Manager



**APPOINTMENT LETTER****May 5, 2010****Mr.Anbalagan .R  
(EMP-ID: ST-199)****Dear Anbalagan,**

We have pleasure in appointing you in our organization as “**Software Engineer**” effective **May 5, 2010**, subject to your compliance with our terms and conditions of employment as below:

**Terms and Conditions of the Employment****DESIGNATION**

- 1) The Employer agrees to employ the Employee as a “**Software Engineer**” and the Employee accepts such employment on the terms and conditions set forth in this agreement. The employee agrees to serve the employer faithfully in this capacity and to perform such duties and responsibilities as may be entrusted by the employer from time to time.

**COMPENSATION**

1. The Employer agrees to pay the employee a monetary remuneration of **Rs. 2,04,000** (**Two Lakhs Four Thousand only**) per annum.
2. Income tax and other statutory deductions will be as per the Rules and Regulations of the Income Tax Act and other Acts.

**Probation Period:**

You will be on probation for a period of six months from the first of the calendar month following the date of your joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended if found necessary. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation.

### **Working Hours**

You will attend the office of the Company during **working hours (10.30 am to 7.30 pm)** on working days (Monday to Saturday, both inclusive). However, the you may be required to attend office before and after working hours and on non-working days as and when deemed necessary by the Company

### **CONFLICT OF INTEREST**

1. Unless the Employer otherwise consents in its sole discretion, the Employee agrees to devote the Employee's entire energy and full and undivided attention exclusively to the business of the Employer.
2. The Employee agrees and represents to the Employer that she/he is not subject to any existing contract, which would affect or impede the Employee's ability to perform in accordance with the terms of this Agreement
3. If any declaration/document given or furnished by the employee to the Company proves to be false or if found to have willfully suppressed any material/information, in such case the Employer reserves the right to terminate the Employee from services without any notice.
4. The Employee will be required to abide by the company's standing orders/procedures, service rules and regulations that may be in force at the time of appointment and also those that may be promulgated from time to time at Sybrant Technologies Private Limited.
5. At the time of joining, you shall bring original and one set of photocopy of the documents as mentioned in the **Annexure B** of this agreement

### **Confidentiality**

You undertakes and agrees, that in consideration of the employment with the Company and the remuneration that the you had and shall receive during the employment, that he shall abide with the following;

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### **Sybrant Technologies (SEZ)Private Limited**

India Office: A1, 3<sup>rd</sup> Floor, Shriram Gateway(SEZ),#16,GST Road, Perungalathur, Chennai -600063

Phone: +91 44 42947500

[www.sybrant.com](http://www.sybrant.com)

You will not, either directly or indirectly, both during and after the Term, without the Company's prior written permission, disclose, divulge, disseminate, publish, lecture upon, sell or transfer to any Person, or permit any Person to examine or make copies of, any documents, writings, drawings, materials or records that contain or are derived from any Confidential Information;

You will comply, and do all things necessary to permit the Company to comply, with all applicable laws and with the provisions of contracts executed by the Company relating to intellectual property or to the safeguarding of information, including the signing of any confidentiality agreements required in connection with the performance of his duties and function;

Confidential Information shall be solely and absolutely vested in and owned by the Company and you shall not have or claim any right, title or interest therein

The Employee agrees that any work, proposal, documents, product or any other relevant jobs executed by the employee during his/her tenure with the Employer is sole property of the Employer.

### **Training**

Your may be selected and sponsored by the Company for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and / or abroad. Your will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

### **Prohibition of Individual assignments**

You are required to engage yourself exclusively in the work assigned by the Company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Safe custody of properties:**

You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

**Termination**

1. The employee can terminate the employment, after completion of agreement, if any, by giving two months notice in writing. During the notice period, the employee will be required to serve the company.
2. The Employee covenants and agrees that for a period of two (2) years following the termination of his employment for any reason whatsoever, the Employee shall not directly or indirectly do any of the following: -
  - a. Solicit or accept any business from a person, firm or corporation that is a customer of the Employer during the time the Employee is employed by the Employer.
  - b. Solicit or accept any business from any person, firm or corporation that is a prospective customer of the Employer with whom the Employee had any dealings on the Employer's behalf during the term of employment.

**Transfer**

1. The Employee shall undertake to work wherever assigned either in India or Abroad. While in India, the employee will be based at our corporate office in Chennai. However, he/she should be willing to travel anywhere within India or abroad. When posted to an overseas location for an assignment, the salaries or benefits will be given.
2. If the employee breaches any of the restrictions imposed by this agreement the employee agrees to be liable for damages as may be determined by the employer.

3. The employer shall reimburse all the expenses incurred by the employee for travel and other business related expenses necessary to carry out the employee's duties under this Agreement upon submitting relevant bills and vouchers.
4. Upon Leaving the services of the Company, the Employee will return to the company all tools, papers, documents, reports, manual and any other material that Employee possess with him during the association with company.
5. This Agreement shall come into force from the date on which it is entered into and shall be terminated as per the terms and conditions mentioned above.

## **NOTICE PERIOD**

In case of separation from the company, either side should serve one month notice in the event of separation, either by resignation by the employee or by termination by the company.

## **GENERAL**

1. Both the parties to the present agreement hereby agree and confer jurisdiction of the courts situated in the Chennai city for resolving any disputes or instituting any suit or proceedings for the disputes arising out of this agreement.
2. On the question of interpretation of any of provisions contained in these presents or in the rules and regulations of the company made from time to time the decision of the company in this regard will be final and binding on the employee.
3. The invalidity or unenforceability of any provision of this Agreement does not in any manner affect any other provision. If any provision is determined to be invalid or unenforceable this agreement to be construed as if the invalid or unenforceable provision was omitted.
4. That as regards matters not expressly provided for in this Agreement the employee shall be governed by the rules and regulations of the company.
5. That the company shall have the right to suspend or dismiss the employee without notice or pay on account of negligence in performance of his / her duties, lack of productivity and accountability at work, indulgence in any act subversive of discipline or good behavior and / or for any breach on the part of the employee or any of the terms and conditions hereof or those of the employment scheme and / or any rules and regulations, of the company for the time being in force

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### **Sybrant Technologies (SEZ)Private Limited**

India Office: A1, 3<sup>rd</sup> Floor, Shriram Gateway(SEZ),#16,GST Road, Perungalathur, Chennai -600063

Phone: +91 44 42947500

[www.sybrant.com](http://www.sybrant.com)

Any change in the above addresses of any of the concerned parties i.e., Employer, or Employee shall be duly informed to the other parties by the party whose address has Changed within a period of seven days of such change.

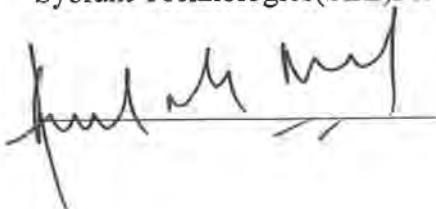
If no such change has been intimated or received, the addresses mentioned above shall be deemed to be the address of the concerned parties.

In witness where of the parties have signed this Agreement on this day

**Signature of the Employee**

R. Anbalagan

**For and on behalf of**  
Sybrant Technologies(SEZ)Private Limited



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**Sybrant Technologies (SEZ)Private Limited**

India Office: A1, 3<sup>rd</sup> Floor, Shriram Gateway(SEZ),#16,GST Road, Perungalathur, Chennai -600063

Phone: +91 44 42947500

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**ANNEXURE-A**

**Name** : Mr. Anbalagan  
**Designation** : Software Engineer  
**Date of Joining** : May 5 , 2010  
**Location** : Chennai  
**Employee ID** : ST-199

Salary Component	Salary Per Month (Rs.)	Salary Per Year (Rs.)
<b>Basic Salary</b>	7000	72000
<b>House Rent Allowance</b>	2500	30000
<b>Conveyance Allowance</b>	800	9600
<b>Medical Reimbursement</b>	1250	15000
<b>Food Allowance</b>	1250	15000
<b>Special Allowance</b>	3420	109032
<b>Net Salary</b>	16220	194640
<b>Employer Contribution (PF)</b>	780	9360
<b>Gross Salary</b>	17000	204000
<b>Cost To Company Gross</b>	<b>Two Lakhs Four Thousand Only</b>	

Employers Signature

Employee Signature: R. Anbalagan**Note:**

- It is expected that individual compensation package would not be shared with other employees.
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employee.

**Sybrant Technologies (SEZ)Private Limited**India Office: A1, 3<sup>rd</sup> Floor, Shriram Gateway(SEZ),#16,GST Road, Perungalathur, Chennai -600063

Phone: +91 44 42947500

www.sybrant.com

July 20<sup>th</sup> 2010

Anbalagan Ramu  
Employee Code: ST200  
Chennai

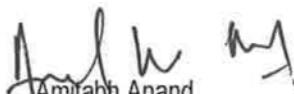
Dear Anbalagan,

We are pleased to inform that you have been redesignated as UI Developer effective July 20<sup>th</sup> 2010. You will be performing the role of UI Developer and continue to work on the project you have been assigned to.

All other terms and conditions of your employment with Sybrant remain unchanged.

We would like to take this opportunity to wish you the very best for future within Sybrant.

Yours sincerely,

  
Amitabh Anand  
Head Operations



November 5<sup>th</sup>, 2010

**Mr. Anbalagan . R**  
(EMP ID: ST-200)

**Sub: Letter Of Job Confirmation - Reg.**

**Dear Anbalagan**

Consequent to the review of your performance during your probation, we have the pleasure in informing you that, your services are being confirmed as **UI Developer** with effect from **November 5<sup>th</sup>, 2010**.

All the other terms and conditions as detailed in your appointment letter remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organisation.

Sybrant Technologies congratulates you on your confirmation and wishes you well in your position.

Please sign the duplicate copy of this letter as a token of acceptance of the same.

Thanking You.

**For Sybrant Technologies(SEZ) Private Limited**

*P. N. Siva*

**Uma.P.N  
Head-HR**

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**Sybrant Technologies (SEZ) Private Limited**

India Office : Block No. A1, 3rd Floor, Shriram The Gateway (SEZ), No. 16, G.S.T. Road, Perungalathur,  
Chennai - 600 063. Phone : +91 44 4294 7500

January 27, 2011

**Mr. Anbalagan, R  
UI Developer**

**Dear Anbalagan,**

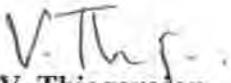
We are pleased to inform you that your salary has been revised from **Rs. 2,04,000 to Rs. 2,40,000** (**Rupees Two Lakhs Forty Thousand Only**) per annum w.e.f. February 1<sup>st</sup>, 2011.

Your Salary details are strictly private and confidential and details of this letter must not be disclosed and discussed with any employees. Please acknowledge your acceptance of the revised terms by signing a duplicate copy of this letter.

We look forward to your continued good performance and support.

Best wishes!

For Sybrant Technologies (SEZ) Private Limited

  
**V. Thiagarajan**  
Chairman & CEO

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**Sybrant Technologies (SEZ) Private Limited**

India Office : Block No. A1, 3rd Floor, Shriram The Gateway (SEZ), No. 16, G.S.T. Road, Perungalathur,  
Chennai - 600 063. Phone : +91 44 4294 7500

Sybrant Technologies							
Salary Slip - February 2011							
Name	Anbalagan Ramu		Designation:	UI Developer			
Ecode	ST 200		Payment Mode	Bank Transfer			
Department	Development		DOJ	May 5 2010			
Level	General		Bank Name	Axis Bank			
No of Days	28		Loss of Pay	5			
							3,571.43
Earnings	Rate of Pay	Payable Amount	Deductions Details	Amount	Loan Type	Amount	Balance
Basic	7,000.00		PF	1,560.00			
HRA	3,500.00		Income Tax	-			
Transport Allowance	800.00		Others	-			
Medical Reimbursement	1,250.00		Loss of Pay	3,571.00			
Food Allowance	1,250.00		Prof Tax	-			
Employer Pf Contribution	780.00						
Special Allowance	5,420.00						
Others	-						
TOTAL	20,000.00			5,131.00			
Total Earning	20,000.00	Total Deductions	5,131.00	Net Pay			14,869.00



Sybrant Technologies						
Salary Slip - March 2011						
Name	Anbalagan Ramu		Designation:	UI Developer		
Ecode	ST 200		Payment Mode	Bank Transfer		
Department	Development		DOJ	May 5 2010		
Level	General		Bank Name	Axis Bank		
No of Days	31		Loss of Pay	0		
Earnings	Rate of Pay	Payable Amount	Deductions Details	Deduction Amount	Amount	Balance
Basic	7,000.00		PF	1,560.00		
HRA	3,500.00		Income Tax	-		
Transport Allowance	800.00		Others	-		
Medical Reimbursement	1,250.00		Loss of Pay	1,095.00		
Food Allowance	1,250.00		Prof Tax	-		
Employer Pf Contribution	780.00					
Special Allowance	5,420.00					
Others	-					
<b>TOTAL</b>	<b>20,000.00</b>			<b>2,655.00</b>		
<b>Total Earning</b>	<b>20,000.00</b>	<b>Total Deductions</b>		<b>2,655.00</b>	<b>Net Pay</b>	<b>17,345.00</b>



Sybrant Technologies						
Salary Slip - April 2011						
Name	Anbalagan Ramu		Designation:	UI Developer		
Ecode	ST 200		Payment Mode	Bank Transfer		
Department	Development		DOJ	May 5 2010		
Level	General		Bank Name	Axis Bank		
No of Days	30		Loss of Pay	0		
Earnings	Rate of Pay	Payable Amount	Deductions Details	Deduction Amount	Amount	Balance
Basic	7,000.00		PF	1,560.00		
HRA	3,500.00		Income Tax	-		
Transport Allowance	800.00		Others	-		
Medical Reimbursement	1,250.00		Loss of Pay	-		
Food Allowance	1,250.00		Prof Tax	-		
Employer Pf Contribution	780.00					
Special Allowance	5,420.00					
Others	-					
<b>TOTAL</b>	<b>20,000.00</b>			<b>1,560.00</b>		
<b>Total Earning</b>	<b>20,000.00</b>	<b>Total Deductions</b>		<b>1,560.00</b>	<b>Net Pay</b>	<b>18,440.00</b>



STATEMENT FOR A/C : 910010047572389 BETWEEN 01/04/2011 AND 30/06/2011  
 149 1C/1D, MOUNT POONAMALLE ROAD RAMAPURAM CHENNAI  
 PIN : 600089 PHONE : 044-22492184/86/3604

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( 074 )

MR R ANBALAGAN  
 NO 5 BHARATHIYAR STR ABIRAMI BGR  
 IRUMPULIYUR  
 CHENNAI , INDIA  
 PIN: 600045

Scheme Code	: SALARY POWER PREMIUM
Customer ID	: 837027992
Currency Code	: INR
Lien Amount	: 0.00
Nomination Details	: NOMINATION REGISTERED
Occupation	: SALARIED

TRAN DATE	VALUE DATE	TRANSACTION DETAILS	CHQ NO	DEBIT	CREDIT	BALANCE	INIT.BR.
		<b>OPENING BALANCE :</b>				<b>122.00</b>	
06-04-2011	06-04-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/060411		100.00		22.00	074
07-04-2011	07-04-2011	by salary/sybrant/mar2011			17345.00	17367.00	074
07-04-2011	07-04-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/070411		10000.00		7367.00	074
11-04-2011	11-04-2011	CASH-ATM-AXIS/PERUNGALATHUR CD II/TAMBARAM/110411		300.00		7067.00	074
12-04-2011	13-04-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/120411		300.00		6767.00	074
15-04-2011	14-04-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/140411		1100.00		5667.00	074
15-04-2011	15-04-2011	CASH-ATM-AXIS/PERUNGALATHUR CD II/TAMBARAM/150411		400.00		5267.00	074
18-04-2011	17-04-2011	CASH-ATM/SBI VILLUPURAM RA/VILLUPURAM/170411		700.00		4567.00	074
20-04-2011	20-04-2011	NEFT -AXISI11110005820-ANBALAGAN		500.00		4067.00	074
23-04-2011	23-04-2011	PUR/MUTHU SILK PLAZZ/PONDICHERRY/230411/12:23		1135.00		2932.00	074
23-04-2011	23-04-2011	CASH-ATM-AXIS/PONDICHERRY BRANCH/PONDICHERR/230411		1200.00		1732.00	074
27-04-2011	27-04-2011	CASH-ATM-AXIS/PERUNGALATHUR CD II/TAMBARAM/270411		200.00		1532.00	074
28-04-2011	29-04-2011	CASH-ATM-AXIS/PERUNGALATHUR/CHENNAI/280411		500.00		1032.00	074
06-05-2011	06-05-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/060511		400.00		632.00	074
07-05-2011	07-05-2011	[By Salary ]			18440.00	19072.00	074
10-05-2011	10-05-2011	CASH-ATM/HDFC BANK LTD./RELIANCE/100511		4500.00		14572.00	074
12-05-2011	12-05-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/120511		500.00		14072.00	074
16-05-2011	15-05-2011	CASH-ATM-AXIS/NEAR REDDIYAR-CD/PUDUCHERRY/150511		1000.00		13072.00	074
16-05-2011	15-05-2011	CASH-ATM/SBI VILLUPURAM RA/VILLUPURAM/150511		3000.00		10072.00	074
17-05-2011	17-05-2011	CASH-ATM/HDFC BANK LTD./PERUNGALATHUR/170511		200.00		9872.00	074
18-05-2011	18-05-2011	CASH-ATM/SBI TAMBARAM RLY/CHENNAI/180511		1000.00		8872.00	074
18-05-2011	18-05-2011	PUR/SANGEETHA VEG/CHENNAI/180511/08:43		1175.00		7697.00	074
20-05-2011	20-05-2011	CASH-ATM/SYNDCBS9603/PONDY/VILLIANU/200511		700.00		6997.00	074
23-05-2011	23-05-2011	CASH-ATM/SBI VILLUPURAM RA/VILLUPURAM/230511		1000.00		5997.00	074
26-05-2011	26-05-2011	CASH-ATM/BOB/VILLUPURAM/260511		600.00		5397.00	074
28-05-2011	28-05-2011	CASH-ATM/BOB/VILLUPURAM/280511		1300.00		4097.00	074
30-05-2011	30-05-2011	PUR/RAK SILKS/PONDICHERY/300511/12:49		1753.00		2344.00	074
31-05-2011	31-05-2011	CASH-ATM/BOB/VILLUPURAM/310511		500.00		1844.00	074
02-06-2011	02-06-2011	CASH-ATM/SBI HPCL OUTLET,VILLUPURAM/020611		300.00		1544.00	074
04-06-2011	04-06-2011	CASH-ATM/SOUTH INDIAN BANK/VILLUPURAM/040611		600.00		944.00	074
06-06-2011	06-06-2011	CASH-ATM/KARUR VYSYA BANK/VILLUPURAM/060611		500.00		444.00	074
06-06-2011	06-06-2011	CASH-ATM/KARUR VYSYA BANK/VILLUPURAM/060611		300.00		144.00	074





STATEMENT FOR A/C : 910010047572389 BETWEEN 01/04/2011 AND 30/06/2011  
 149 1C/1D, MOUNT POONAMALLE ROAD RAMAPURAM CHENNAI  
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PAGE 2 Of 2

MR R ANBALAGAN  
 NO 5 BHARATHIYAR STR ABIRAMI BGR  
 IRUMPULIYUR  
 CHENNAI , INDIA  
 PIN: 600045

Scheme Code	: SALARY POWER PREMIUM
Customer ID	: 837027992
Currency Code	: INR
Lien Amount	: 0.00
Nomination Details	: NOMINATION REGISTERED
Occupation	: SALARIED

TRAN DATE	VALUE DATE	TRANSACTION DETAILS	CHQ NO	DEBIT	CREDIT	BALANCE	INIT.BR.
<b>CARRY FORWARD BALANCE</b>							
07-06-2011	07-06-2011	Salary / Sybrant / May 2011			9953.00	10097.00	074
07-06-2011	07-06-2011	CASH-ATM/CCE8001 TAMBARAM R/AYSTATION/070611		5000.00		5097.00	074
09-06-2011	09-06-2011	CASH-ATM/CCE8001 TAMBARAM R/AYSTATION/090611		400.00		4697.00	074
20-06-2011	20-06-2011	CASH-ATM/KARUR VYSYA BANK/PONDICHERRY/200611		400.00		4297.00	074
21-06-2011	21-06-2011	CASH-ATM/CCE8001 TAMBARAM R/AYSTATION/210611		200.00		4097.00	074
25-06-2011	25-06-2011	CASH-ATM/SBI VILLUPURAM RA/VILLUPURAM/250611		2500.00		1597.00	074
30-06-2011	30-06-2011	CASH-ATM/HDFC BANK LTD /PERUNGALATHUR/300611		400.00		1197.00	074
<b>TRANSACTION TOTAL :</b>				<b>44663.00</b>	<b>45738.00</b>		
<b>CLOSING BALANCE</b>							
1197.00							

REWARD POINT DETAILS			
ACCNO	POINTS EARNED	POINTS REDEEMED	BALANCE
910010047572389	41.00	0.00	41.00

Service Tax Code:- AACCU2414KST001

Unless the constituent notifies the bank immediately of any discrepancy found by him in this statement of Account,it will be taken that he has found the account correct.

The closing balance as shown/displayed includes not only the credit balance and / or overdraft limit, but also funds which are under clearing. It excludes the amount marked as lien,if any .Hence the closing balance displayed may not be the effective available balance. For any further clarifications, please contact the Branch.

Axis Bank does not send requests for Internet Banking Login ID, Password, Credit/Debit card numbers, Bank account numbers, or other sensitive financial information by e-mail. If you do receive a message of this type that appears to be from Axis Bank or related to an Axis Bank product or service, please do not respond. Send a copy of the message and any related details to IT.Helpdesk@axisbank.com

This is a special account offered to customers with regular direct salary credits coming into this account. In case, the monthly salary is not credited into the account for more than 3 consecutive months, the special features offered under Salary Power account shall stand withdrawn and the account shall be treated as Normal Savings Account under our standard charge structure and all charges shall be levied and applied as applicable to normal savings accounts.

The Bank reserves the right to close the accounts in case of either of the following:

- 1) In the event of the account balance being zero for more than 6 months since the date of account opening; or
- 2) If the balance in the account has become zero and remains so for 12 months. However, before taking steps for closing the account, Bank shall give appropriate notice and account holders are entitled to give their reply and rectify.The above clause does not apply to the customers maintaining an account under the SBSDF scheme.

This is a system generated output and requires no signature.

\*\*\* END OF STATEMENT \*\*\*

May 18, 2011

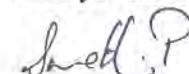
**EMPLOYMENT SERVICE CUM RELIEVING CERTIFICATE**

This is to certify that **Mr. R. Anbalagan (Emp ID: ST-069)**, was employed with us from **May 5, 2010 to May 18, 2011**, he was designated as **UI Developer** at the time of being relieved of his duties as of close of business hours on **May 18, 2011**.

During the tenure of his service we found him to be sincere and efficient at work entrusted to him.

We wish him all the best in his future endeavors.

For Sybrant Technologies (SEZ) Private Limited,

  
Swetha P  
Human Resource

---

**Sybrant Technologies (SEZ) Private Limited**

India Office : Block No. A1, 3rd Floor, Shriram The Gateway (SEZ), No. 16, G.S.T. Road, Perungalathur,  
Chennai - 600 063. Phone : +91 44 4294 7500



# CROWN SOLUTIONS INDIA (P) LIMITED

To

Name : R. Anbalagan

Address : Chennai

Dear Mr/Ms. R. Anbalagan

We have pleasure in appointing you in our company as **Business Associate** or in such other capacity the management shall determine time to time. Please note the employment terms contained in this letter are subject to company policy.

## 1) APPOINTMENT

Your date of appointment is effective from the date of joining which shall be as soon as possible not later than **08.06.2011**. You will be liable to be transferred in such capacity as the company may from time to time determine from any other location, department, function, establishment or branch of the company or subsidiary, associate or affiliate company anywhere in India or abroad. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

## 2) COMPENSATION

You will be eligible to receive the following

- A) Your total gross salary would be **Rs. 3,36,000/- (rupees Three Lakhs Thirty Six thousand Only) per annum**. Please find attached Annexure A for details. This salary will be processed on 7<sup>th</sup> work day of every month. However if 7<sup>th</sup> falls on a holiday, salary will be paid in the next working day.
- B) Your salary will be reviewed periodically as per company policy.
- C) Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- D) Your performance will be reviewed every 12 months.

## 3) DUTIES & JOB RESPONSIBILITIES:

- (a) You Shall diligently follow the instructions of the Seniors, Officers and authorities under whom he/she may from time to time be placed during the assignment, perform all responsibilities and ensure required technical service deliverables & results as required for the assigned project. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of our company whether directly or indirectly.
- (b) You Shall at all times obey the rules and regulations of CROWN or its business associates;
- (c) You shall not engage in any work/assignment other than that arranged by CROWN, even while off duty, except with the prior written permission of CROWN.



An ISO 9001:2008 Company

#40, 5th Street, Shakthi Nagar, Thoraipakkam, Chennai - 600 097.  
Tel : +91-44-30066000 Fax : +91-44-30066001 URL : [www.crownsolution.com](http://www.crownsolution.com)



## **Crown Solutions India Private Limited (Crown)**

(d) We at Crown Solutions are committed to ensure the integrity in all aspects of its functioning. Please ensure that you comply with the policies of the organization as the form and the integral part of the terms employment with crown consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens the company will notify you and you will be required to comply with the same.

### **4) LEAVE**

Leave, public holidays and working hours as applicable to your category of employees, assignments and location of position

### **5) CONFLICT OF INTEREST**

- A) During the term of this agreement, you agree to comply with our company's reasonable policies and standards, will devote your full time abilities to the performance of your duties and will not engage in any concurrent employment in the same field.
- B) You shall ensure that you shall not, directly or indirectly, engage any activity or have any interest in or perform any services for any person who is involved in activities, which are or shall be in conflict with the interest of our company.
- C) You shall ensure that you shall not directly or indirectly misuse or mishandle any of the facilities as and when provided by the company/client for the promotion of business such as mobile phone, laptop, computer accessories, corporate credit card, vehicle etc.
- D) Fails or neglects to undertake the employment/deputation, at the mutually discussed and agreed dates, abandons or deserts or fails to report regularly at the specified office shall be deemed as "NO SHOW". In such an event, the offer stands cancelled, and you shall be liable to pay three month's salary as penalty to the company for the loss suffered by the company.

### **6) TIMESHEETS**

You shall send a softcopy of the timesheets duly approved and signed by your concerned Manager on the last working day of every month to the concerned payroll processing team so as to enable us to process your salary on time.

Any delay in receiving the approved timesheets will result in the delay of the payment of your salary. Payment of your salary would be done as per the effort approved by the Client's Manager in the time sheet and on a pro-rata basis on the aforesaid monthly salary.

### **7) PROBATION**

You will be put on probation for a period of six months, which may be extended by another six months at sole discretion of the management. On satisfactory completion of probation period/extended probation period, you shall be on confirmed employment, till such time you shall continue to be on probation.

### **8) MEDICAL INSURANCE**

Medical Insurance Coverage will be provided by CROWN for you as per the company Standard policy. Hospital and Surgical Insurance coverage are only applicable to you and subject to the provisions and exclusions of the Company standard Policy. You can also

**INDIA - CHENNAI BANGALORE KOCHI HYDERABAD**

**EUROPE APAC AUSTRALIA SRILANKA AFRICA**

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## Crown Solutions India Private Limited (Crown)

choose to cover your family members (you will have to bear the insurance premium) through our insurance provider at applicable rates.

### 9) TERMINATION:

The company may terminate the employment with or without cause under the following conditions:

**A) With Cause :** The company may, immediately and without notice, terminate the EMPLOYEE from the employment with "cause", The term "cause" shall, as used in this Document, mean

- 1) CROWN reserves the right to verify the information furnished by you at any time. Misrepresentation or omission of any information may result in revocation of this offer or immediate termination of the employment without notice.
- 2) The commission of a crime involving moral turpitude, theft, fraud or deceit.
- 3) Conduct that has an adverse effect on the Company's reputation.
- 3) Substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE
- 4) Gross negligence or deliberate misconduct
- 5) Any material breach of terms and conditions specified in this letter.
- 6) Client discontinues trading, becomes bankrupt or insolvent.
- 7) Client is in breach of its agreement with CROWN or cancels the assignment before the expected completion date.
- 8) Client is dissatisfied with your work performance, after reasonable efforts have been made to remedy the situation.
- 9) You fail to comply with one or more of the terms and conditions of this agreement.

**B) Without Cause:** In the event that the confirmed employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

**C)** Any absence for 2-3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case the company is entitled to terminate the employment and/or seek compensation for any loss suffered by the company or its client due to such an absence.

### 10) NOTICE PERIOD

During the term /extensions, of this service, in the event of your resignation of services, you must give thirty (30) calendar days advance notice in writing or pay salary in-lieu of such notice. CROWN has the right to reject your offer of salary -in -lieu of notice, depending on the nature of the tasks and projects assigned to you. All assets provided to you by the company as in clause no: 5 (C) shall be returned without damage to the concerned supervisor in Crown team.

### 11) ARBITRATION:

A) In the event of any dispute or disagreement over any of the terms of this agreement or any claim or liability of any party, the same shall be referred to a sole arbitrator to be

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## **Crown Solutions India Private Limited (Crown)**

appointed by CROWN for arbitration under the Arbitration and Conciliation Act of India or any modification or re-enactment thereof. The venue of arbitration shall be at Chennai, India and the courts in Chennai shall have exclusive jurisdiction to the exclusion of all other courts.

- B) Your employment terms may be specifically enforced legally, if required. During the process, if any of the provisions of this agreement are declared or found to be void or enforceable due to any reason whatsoever, the remaining provisions shall continue in full force and full effect.
- C) This agreement contains the entire understanding between employee and company with respect to the subject matter hereof, and there are no representations, warranties, premises, or undertaking other than those contained in the provisions above.

### **12) INDEMNITY:**

You shall take personal liability for all loss or damages caused by you arising out of your actions, default, or negligence. If CROWN is found liable or settles a claim for the above, you shall fully indemnify CROWN from all liabilities. This clause will still be active even after you leave CROWN's service.

### **13) NON-DISCLOSURE OF CONFIDENTIAL INFORMATION:**

During the period of employment with our company you shall regard and preserve as confidential and shall not disclose, publish, communicate or make available to any person(other than to persons, client or other entities as directed by duly authorized representatives or company) or use for employees' personal purpose, any confidential information that employee receives, obtains or otherwise becomes aware of during the course of employment with our company that relates to or pertains to the operations, business or financial affairs, unpublished know-how, processes, techniques, customers(including the names of company's customers, past, present or prospective and the terms of any contract by company with its customers, including fees), employees, trade, secrets, products, services, properties, plans or projections of company or any of its affiliated clients or of any supplier, joint venture, co-branding partner or licensor/licensee of company. Any data or information that is not readily available to the public shall be considered by the employee to be confidential and therefore within the scope of this agreement unless company advises otherwise in writing.

### **14) WAIVER**

A Waiver by the company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No Waiver shall be valid unless in writing and signed by an authorized officer of the company. In the event you join our client or competition without first receiving this waiver, you hereby agree to the payment of a finder's fee to our company which will be paid immediately upon commencement upon the service to our client and will be liquidated damages in the amount of 25% of your total annual compensation in your new position.

### **15) INJUNCTIVE RELIEF:**

In the event of any conduct by employee that company, in its sole opinion teams to be a violation or threatened violation of this agreement, company shall be entitled to injuncture or other equitable relief on the grounds that such conduct, if not restrained, would

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## Crown Solutions India Private Limited (Crown)

result in irreparable harm to company for which damages would not be an adequate remedy.

### ANNEXURE - A

Annual Composition	Amount Annum
<b>Basic Salary</b>	90000
<b>House Rent Allowance</b>	45000
<b>Medical Allowance</b>	15000
<b>Conveyance Allowance</b>	12000
<b>Educational Allowance</b>	12000
<b>Special Allowance</b>	84000
<b>Project Allowance</b>	78000
<b>Gross Income</b>	336000
<b>*Statutory deductions are applicable as per the law</b>	

All expenses of personal nature during the term of the services rendered to our company either during the course of your deputation with the client or otherwise shall be solely borne by you.

You are advised to go through the contents of the each page of the Appointment Letter before signing and return the duplicate copy to us in token of your acceptance of the terms and conditions stipulated therein.

For Crown Solutions India Private Limited

S. Siva Kumar  
Resource Manager  
Crown Solutions India Private Limited

I agree to accept the employment on the terms and conditions mentioned in the above letter  
Name : R. ANBALAGAN

Signature : R. Anbalagan

Tel # 9150263369  
Email# anbalagan@gmail.com  
PAN # ASJPA7768C  
Passport # F1774475

Place: Chennai  
Date: 8-6-2011

INDIA - CHENNAI BANGALORE KOCHI HYDERABAD

EUROPE APAC AUSTRALIA SRILANKA AFRICA



# CROWN SOLUTIONS INDIA (P) LIMITED

09.03.2012

R.Anbalagan,

23/17-A, Kuppusamy Main Street,

V.Maruthur, Villupuram-605 602

## Your Salary Revision with effect from 01<sup>st</sup> February 2012

The management is pleased to inform you that as part of Annual Increment, your salary structure has been revised w.e.f. 01<sup>st</sup> February 2012. As per the revision your monthly contract fee will be Rupees 45,000 /-(Rupees Forty Five Thousand Only/-)

### ANNEXURE - A

<b>Annual Composition</b>	<b>Amount Annum</b>
<b>Basic Salary</b>	90000
<b>House Rent Allowance</b>	45000
<b>Medical Allowance</b>	15000
<b>Conveyance Allowance</b>	12000
<b>Educational Allowance</b>	12000
<b>Special Allowance</b>	120000
<b>Project Allowance</b>	186000
<b>Gross Income</b>	480000
<b>*Statutory deductions are applicable as per the law</b>	

All the other terms and conditions shall be remains as per the original Appointment Letter dated 08<sup>th</sup> June 2011.

Wishing you all the best for the upcoming assignments and responsibilities.

Yours faithfully,

For Crown Solutions India (P) Ltd

S.Siva Kumar

Resource Manager

I agree to accept the above mentioned revision in Salary and to continue to be in the employment of Crown Solutions India Private Limited as per the original terms and conditions of the Appoint Letter dated 08<sup>th</sup> June 2011 accepted by me.

Signed:

Place: Chennai

Date:

Name: R.Anbalagan



An ISO 9001:2008 Company

#40, 5th Street, Shakthi Nagar, Thoraipakkam, Chennai - 600 097.

Tel : +91-44-30066000 Fax : +91-44-30066001 URL : [www.crownsolution.com](http://www.crownsolution.com)



MR. R ANBALAGAN  
NO 5 ABIRAMI NAGAR  
IRUMBULIYUR  
WEST TAMBARAM  
CHENNAI-600045  
TAMILNADU INDIA  
JOINT HOLDERS :

Account Branch : ADAMBAKKAM  
Address : AN TOWERS, NO.27  
VELLALAR STREET  
ADAMBAKKAM  
City : CHENNAI 600088  
State : TAMILNADU  
Phone no. : 044-61606161  
OD Limit : 0.00  
Currency : INR  
Email : amburuku@gmail.com  
Cust ID : 39367169  
Account No : 18581050014849 OTHER  
A/C Open Date : 29/04/2011  
Account Status : Regular  
Branch Code : 1858 Product Code : 105

Nomination Facility : Not Registered

From : 01/12/2011 To : 10/04/2012

## Statement of account

Date	Narration	Chq./Ref.No.	Value Dt	Withdrawal Amt.	Deposit Amt.	Closing Balance
05/12/11	NWD-4386243016041008 -PONDYVILLIANU	1784307	05/12/11	200.00		49.63
07/12/11	SALARY CROWN SOLUTIONS INDIA PVT LTD		07/12/11		26,409.00	26,458.63
08/12/11	NWD-4386243016041008 -PUDUCHERRY	0001878	08/12/11	8,000.00		18,458.63
11/12/11	NWD-4386243016041008 -PONDICHERRY	0002321	11/12/11	4,000.00		14,458.63
12/12/11	NWD-4386243016041008 -KANCHEEPURAM	0006397	13/12/11	5,000.00		9,458.63
14/12/11	NEFT DR-1858HF1134800007-Anbalagan	00V024	14/12/11	1,000.00		8,458.63
14/12/11	NEFT DR-1858HF1134800008-Anbalagan	000949	14/12/11	1,000.00		7,458.63
15/12/11	ATW-4386243016041008 -PERUNGALATHUR	0008322	16/12/11	1,000.00		6,458.63
16/12/11	ATW-4386243016041008 -SAKTHI NGR I	0007916	16/12/11	900.00		5,558.63
19/12/11	ATW-4386243016041008 -PERUNGALATHUR	0007094	20/12/11	1,200.00		4,358.63
20/12/11	NEFT CHGS INCL ST & CESS 141211		20/12/11	10.00		4,348.63
21/12/11	NWD-4386243016041008 -AYSTATION	6356011	22/12/11	800.00		3,548.63
22/12/11	POS 4386243016041008 SARAVANA STORES	0003744	23/12/11	486.00		3,062.63
23/12/11	NWD-4386243016041008 - NEW PERUNG	9325702	24/12/11	2,000.00		1,062.63
29/12/11	NWD-4386243016041008 -KANCHEEPURAM	0001721	29/12/11	400.00		662.63
30/12/11	NWD-4386243016041008 -CHENNAI SOUTH	0005502	30/12/11	400.00		262.63
06/01/12	FEE-TXN DONE AT OTHER BANK ATMS-NOV11	0000000	06/01/12	100.00		162.63
06/01/12	ATW-4386243016041008 -CHENNAI OFF	0004879	07/01/12	100.00		62.63
09/01/12	SALARY CROWN SOLUTIONS I P L		09/01/12		26,402.00	26,464.63
09/01/12	ATW-4386243016041008 -SERUSERI OMR	0009425	10/01/12	5,000.00		21,464.63
10/01/12	NEFT DR-1858HF1201000014-Anbalagan	000949	10/01/12	1,000.00		20,464.63
10/01/12	NEFT DR-1858HF1201000016-Anbalagan	00V024	10/01/12	1,000.00		19,464.63
10/01/12	NWD-4386243016041008 -CHENNAI	0003506	11/01/12	300.00		19,164.63
12/01/12	POS 4386243016041008 ROJA STORES POS	0000632	13/01/12	335.00		18,829.63
12/01/12	POS 4386243016041008 SARAVANA STORES	0005670	13/01/12	598.00		18,231.63
13/01/12	NWD-4386243016041008 -CHENNAI SOUTH	0006684	13/01/12	800.00		17,431.63
15/01/12	NWD-4386243016041008 - PONDICHERRY	9487028	15/01/12	2,500.00		14,931.63
19/01/12	1075153002661-TPT-Monthly Transfer	6996A1	19/01/12	100.00		14,831.63
21/01/12	POS 4386243016041008 KISHKINTA SAREES	6480162	21/01/12	1,365.00		13,466.63
21/01/12	POS 4386243016041008 SARAVANA STORES	0006070	21/01/12	828.00		12,638.63

**HDFC BANK LIMITED**

\*Closing balance includes funds earmarked for hold and uncleared funds

Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement. The address on this statement is that on record with the Bank as at the day of requesting this statement.

HDFC Bank Service Tax Registration Number: M-IV/ST/BANK & OTHER SERVICES /20/2001  
Registered Office Address: HDFC Bank House, Senapati Bapat Marg, Lower Parel, Mumbai 400013



MR. R ANBALAGAN  
NO 5 ABIRAMI NAGAR  
IRUMBULIYUR  
WEST TAMBARAM  
CHENNAI-600045  
TAMILNADU INDIA  
JOINT HOLDERS :

Account Branch : ADAMBAKKAM  
Address : AN TOWERS, NO.27  
VELLALAR STREET  
ADAMBAKKAM  
City : CHENNAI 600088  
State : TAMILNADU  
Phone no. : 044-61606161  
OD Limit : 0.00  
Currency : INR  
Email : amburuku@gmail.com  
Cust ID : 39367169  
Account No : 18581050014849 OTHER  
A/C Open Date : 29/04/2011  
Account Status : Regular  
Branch Code : 1858 Product Code : 105

Nomination Facility : Not Registered

## Statement of account

From : 01/12/2011 To : 10/04/2012

21/01/12	NWD-4386243016041008 -AYSTATION	7362167	21/01/12	400.00		12,238.63
22/01/12	FEE-TXN DONE AT OTHER BANK ATMS-DEC11	0000000	22/01/12	38.75		12,199.88
22/01/12	NEFT CHGS INCL ST & CESS 100112		22/01/12	10.00		12,189.88
23/01/12	NWD-4386243016041008 -PONDICHERRY	0000813	23/01/12	3,000.00		9,189.88
24/01/12	POS 4386243016041008 BHARANI ENTERPRISE	2949753	24/01/12	791.00		8,398.88
25/01/12	10751530002661-TPT-Monthly Transfer	3870A1	25/01/12	3,900.00		4,498.88
26/01/12	POS 4386243016041008 TAMILNADU CLOTH	5868579	27/01/12	202.00		4,296.88
26/01/12	POS 4386243016041008 SARAVANA STORES	0006235	27/01/12	881.00		3,415.88
27/01/12	0448479071/INDIAN RAILWAYS	4819	27/01/12	370.00		3,045.88
27/01/12	0448479071/INDIAN RAILWAYS	4819	27/01/12	11.03		3,034.85
28/01/12	NWD-4386243016041008 -CHENNAI SOUTH	0007736	28/01/12	800.00		2,234.85
28/01/12	0448910054/INDIAN RAILWAYS	0611	28/01/12	370.00		1,864.85
28/01/12	0448910054/INDIAN RAILWAYS	0611	28/01/12	11.03		1,853.82
28/01/12	NWD-4386243016041008 -TAMIL NADU	0643967	28/01/12	900.00		953.82
30/01/12	NWD-4386243016041008 -KANCHEEPURAM	0000759	30/01/12	400.00		553.82
01/02/12	NWD-4386243016041008 -CHENNAI	0006687	02/02/12	200.00		353.82
02/02/12	NWD-4386243016041008 -CHENNAI	0006917	03/02/12	300.00		53.82
04/02/12	IND RAILWAYS REFUND-02/02/12-0448479071		04/02/12		240.00	293.82
06/02/12	SALARY CROWN SOLUTIONS INDIA P LTD		06/02/12		26,409.00	26,702.82
06/02/12	NWD-4386243016041008 -CHENNAI	0009019	07/02/12	200.00		26,502.82
07/02/12	ATW-4386243016041008 -TCS	0003456	07/02/12	1,000.00		25,502.82
07/02/12	POS 4386243016041008 TAMILNADU CLOTH	5871983	08/02/12	587.00		24,915.82
07/02/12	POS 4386243016041008 SARAVANA STORES	0007253	08/02/12	1,024.00		23,891.82
07/02/12	NWD-4386243016041008 -AYSTATION	6362301	08/02/12	6,000.00		17,891.82
08/02/12	NEFT DR-1858HF1203900007-Anbalagan	000949	08/02/12	1,000.00		16,891.82
08/02/12	NEFT DR-1858HF1203900008-Anbalagan	00V024	08/02/12	1,000.00		15,891.82
08/02/12	10751530002661-TPT-Monthly Transfer	8190A1	08/02/12	4,200.00		11,691.82
08/02/12	NWD-4386243016041008 -CHENNAI SOUTH	0006486	09/02/12	1,000.00		10,691.82
10/02/12	NWD-4386243016041008 -VILLUPURAM	0003702	10/02/12	400.00		10,291.82
11/02/12	NWD-4386243016041008 -VILLUPURAM	0003881	11/02/12	1,200.00		9,091.82
13/02/12	ATW-4386243016041008 -PERUNGALATHUR	0001472	14/02/12	1,000.00		8,091.82
17/02/12	ATW-4386243016041008 -PERUNGALATHUR	0002442	18/02/12	4,500.00		3,591.82

**HDFC BANK LIMITED**

\*Closing balance includes funds earmarked for hold and uncleared funds

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HDFC Bank Service Tax Registration Number: M-IV/ST/BANK &amp; OTHER SERVICES /20/2001

Registered Office Address: HDFC Bank House, Senapati Bapat Marg, Lower Parel, Mumbai 400013



MR. R ANBALAGAN  
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Cust ID : 39367169  
Account No : 18581050014849 OTHER  
A/C Open Date : 29/04/2011  
Account Status : Regular  
Branch Code : 1858 Product Code : 105

Nomination Facility : Not Registered

## Statement of account

From : 01/12/2011 To : 10/04/2012

20/02/12	NEFT CHGS INCL ST & CESS 080212		20/02/12	10.00		3,581.82
21/02/12	NWD-4386243016041008 -CHENNAI SOUTH	0003993	21/02/12	900.00		2,681.82
21/02/12	ATW-4386243016041008 -PERUNGALATHUR	0003428	22/02/12	400.00		2,281.82
22/02/12	FEE-TXN DONE AT OTHER BANK ATMS-JAN12	0000000	22/02/12	40.00		2,241.82
23/02/12	10751530002661-TPT-Monthly Transfer	3700A1	23/02/12	100.00		2,141.82
24/02/12	EAW-4386243016041008 -CHENNAI	0009293	24/02/12	400.00		1,741.82
27/02/12	NWD-4386243016041008 -CHENNAI	0008337	27/02/12	700.00		1,041.82
29/02/12	EAW-4386243016041008 -TAMBARAM	0003628	01/03/12	400.00		641.82
02/03/12	ATW-4386243016041008 -PERUNGALATHUR	0006121	02/03/12	400.00		241.82
05/03/12	NWD-4386243016041008 -CHENNAI SOUTH	0008907	05/03/12	200.00		41.82
07/03/12	SALARY CROWN SOLUTIONS INDIA P L		07/03/12		26,667.00	26,708.82
07/03/12	ATW-4386243016041008 -TCS	0005808	07/03/12	400.00		26,308.82
07/03/12	ATW-4386243016041008 -PERUNGALATHUR	0007846	08/03/12	6,000.00		20,308.82
08/03/12	10751530002661-TPT-Monthly Transfer	7433A1	08/03/12	4,300.00		16,008.82
08/03/12	NEFT DR-1858HF1206800009-Anbalagan	000949	08/03/12	1,000.00		15,008.82
08/03/12	NEFT DR-1858HF1206800010-Anbalagan	00V024	08/03/12	1,000.00		14,008.82
09/03/12	SALARY CROWN SOLUTIONS INDIA P L		09/03/12		17,000.00	31,008.82
10/03/12	EAW-4386243016041008 -TAMBARAM	0009614	10/03/12	1,900.00		29,108.82
12/03/12	NEFT DR-1858HF1207200015-Anbalagan	000949	12/03/12	1,000.00		28,108.82
12/03/12	NEFT DR-1858HF1207200017-Anbalagan	00V024	12/03/12	1,000.00		27,108.82
12/03/12	NWD-4386243016041008 -CHENNAI SOUTH	0001629	13/03/12	1,900.00		25,208.82
13/03/12	ATW-4386243016041008 -PERUNGALATHUR	0000853	14/03/12	900.00		24,308.82
14/03/12	ATW-4386243016041008 -PERUNGALATHUR	0000928	14/03/12	15,000.00		9,308.82
16/03/12	ATW-4386243016041008 -PERUNGALATHUR	0001792	17/03/12	3,500.00		5,808.82
19/03/12	ATW-4386243016041008 -PERUNGALATHUR	0003154	20/03/12	2,900.00		2,908.82
20/03/12	ATW-4386243016041008 -PERUNGALATHUR	0002176	21/03/12	400.00		2,508.82
22/03/12	POS 4386243016041008 BHARANI ENTERPRI	1197656	22/03/12	1,482.00		1,026.82
23/03/12	ATW-4386243016041008 -TCS	0003850	23/03/12	400.00		626.82
26/03/12	NWD-4386243016041008 -KANCHEEPURAM	0008214	26/03/12	300.00		326.82
26/03/12	FEE-TXN DONE AT OTHER BANK ATMS-FEB12	0000000	26/03/12	100.00		226.82
30/03/12	NEFT CHGS INCL ST & CESS 080312		30/03/12	10.00		216.82
01/04/12	Credit Interest Capitalized		31/03/12		147.25	364.07

**HDFC BANK LIMITED**

\*Closing balance includes funds earmarked for hold and uncleared funds

Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement. The address on this statement is that on record with the Bank as at the day of requesting this statement.

HDFC Bank Service Tax Registration Number: M-IV-ST/BANK & OTHER SERVICES /20/2001  
Registered Office Address: HDFC Bank House, Scindia Bapat Marg, Lower Parel, Mumbai 400013



MR. R ANBALAGAN  
NO 5 ABIRAMI NAGAR  
IRUMBULIYUR  
WEST TAMBARAM  
CHENNAI-600045  
TAMILNADU INDIA  
JOINT HOLDERS :

Account Branch : ADAMBAKKAM  
Address : AN TOWERS, NO.27  
VELLALAR STREET  
ADAMBAKKAM  
City : CHENNAI 600088  
State : TAMILNADU  
Phone no. : 044-61606161  
OD Limit : 0.00  
Currency : INR  
Email : amburuku@gmail.com  
Cust ID : 39367169  
Account No : 18581050014849 OTHER  
A/C Open Date : 29/04/2011  
Account Status : Regular  
Branch Code : 1858 Product Code : 105

Nomination Facility : Not Registered

**Statement of account**

From : 01/12/2011 To : 10/04/2012

03/04/12	NEFT CHGS INCL ST & CESS 120312		03/04/12	10.00		354.07
04/04/12	SALARY CROWN SOLUTIONS INDIA P LTD		04/04/12		44,762.00	45,116.07
05/04/12	NEFT DR-1858F12096000012-Anbalagan	000949	05/04/12	3,000.00		42,116.07
05/04/12	NEFT DR-1858F12096000013-Anbalagan	00V024	05/04/12	2,000.00		40,116.07
05/04/12	10751530002661-TPT-Monthly Transfer	0459A1	05/04/12	4,500.00		35,616.07
05/04/12	NWD-4386243016041008 -KANCHEEPURAM	0002743	05/04/12	2,500.00		33,116.07
06/04/12	IPIN REGEN CHRGS FOR 19032012 190312	0000000	06/04/12	55.15		33,060.92
07/04/12	POS 4386243016041008 SARAVANA STORES	0003308	07/04/12	416.00		32,644.92
08/04/12	POS 4386243016041008 GANDHIMATHI STOR	0001083	08/04/12	1,111.00		31,533.92
10/04/12	ATW-4386243016041008 -PERUNGALATHUR	0000655	10/04/12	16,000.00		15,533.92
10/04/12	ATW-4386243016041008 -PERUNGALATHUR	0000676	10/04/12	1,900.00		13,633.92

**STATEMENT SUMMARY :-**

Opening Balance	Dr Count	Cr Count	Debits	Credits	Closing Bal
249.63	97	8	154,651.96	168,036.25	13,633.92

Thank you for banking with us.

Surinder Chawla  
Head - Retail Liabilities Product Group  
HDFC Bank Ltd.

**HDFC BANK LIMITED**

\*Closing balance includes funds earmarked for hold and uncleared funds

Contents of this statement will be considered correct if no error is reported within 30 days of receipt of statement. The address on this statement is that on record with the Bank as at the day of requesting this statement.

HDFC Bank Service Tax Registration Number: M-IV/ST/BANK & OTHER SERVICES /20/2001  
Registered Office Address: HDFC Bank House, Senapati Bapat Marg, Lower Parel, Mumbai 400013



CROWN SOLUTIONS INDIA (P) LIMITED

07.04.2012

Anbalagan.R,  
23/17-A, Kuppusamy Main Street,  
V.Maruthur, Villupuram-605602

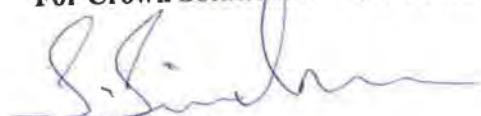
Relieving Letter

Dear Anbalagan.R,

We are happy to relieve you from our organization with effect from the close of business day on 06.04.2012.

We wish you all the very best in all your future endeavors.

For Crown Solutions India Private Limited,

  
S.Siva Kumar

Resource Manager



An ISO 9001:2008 Company

#40, 5th Street, Shakthi Nagar, Thoraipakkam, Chennai - 600 097.  
Tel : +91-44-30066000 Fax : +91-44-30066001 URL : [www.crownsolution.com](http://www.crownsolution.com)



CROWN SOLUTIONS INDIA (P) LIMITED

07.04.2012

Anbalagan.R,  
23/17-A, Kuppusamy Main Street,  
V.Maruthur, Villupuram-605602.

Experience Certificate

Anbalagan.R was associated with us as Business Associate From 08.06.2011 till 06.04.2012.

He was an active team member in TCS and fulfilled his responsibilities as Business Associate

For Crown Solutions India Private Limited,

S.Siva Kumar

Resource Manager



An ISO 9001:2008 Company

#40, 5th Street, Shakthi Nagar, Thoraipakkam, Chennai - 600 097.

Tel : +91-44-30066000 Fax : +91-44-30066001 URL : [www.crownsolution.com](http://www.crownsolution.com)



Date: 16<sup>th</sup> April, 2012

Mr. Anbalagan Ramu  
5, Abirami Nagar,  
Irumbuliyur,  
West Tambaram,  
Chennai – 600 045

**OFFER OF APPOINTMENT**

Dear Anbalagan,

Welcome to the OLAM team!!

We are pleased to offer you appointment as “Senior Engineer” in our Company. The terms and conditions of your appointment are given below:

1. You will be paid an annual Gross salary of **Rs. 530,004/-** cost to company basis, which includes all your perquisites and allowances.
2. The breakup of the salary is detailed in the Annexure I. Upon confirmation, you will also be eligible to the Variable Incentive subject to your, your business unit and the company's performance. The criteria for assessment will be communicated to you in advance by your Manager.
3. You will be covered by the Company's Mediclaim Policy and Gratuity as per company rules.
4. You will be on probation for a period of 6 months from the date of joining viz., **16<sup>th</sup> April 2012**, which may be extended by another **Six** months, based on performance.
5. This offer of appointment is valid only till the date of joining you have accepted and committed as above and it will automatically cease in the event of your not joining us by the said date.
6. This appointment is terminable from either side, by giving:
  - a) ONE month's notice in writing or salary in lieu of notice, during Probation period
  - b) TWO month's notice in writing or salary in lieu of notice, after the Confirmation of the services with the company.



7. During the course of employment with the company, you shall not enter the service of employment, consultancy, full or part time, of any other person or organization or yourself carry on or be interested in any business.

8. You shall not, either during or after leaving employment of the company, divulge, make known or communicate to any other person or persons, firm, company, concern or yourself make use of any secrets or information, which you may acquire, receive or obtain in relation to the affairs of the company, or any other matter, which comes to your knowledge in the course of, or by reasons of your appointment with the company, except with the consent in writing from the company.

9. You will be entitled for leave as follows:

**36 days per year** comprising-12 Sick Leave, 12 Casual Leave & 12 Paid Leave.

10. Your appointment, continuation and permanency will always be subject to your remaining physically and mentally fit and alert considering the nature of your duties. The Management has every right to get you medically examined or re-examined at any time by the registered Medical Practitioner, or Eye Specialist or a Civil Surgeon appointed by the Company whose findings will be final and binding upon you.

11. You will be governed by the Policies of the company as may be applicable to you from time to time.

12. Your initial place of posting will be Information Technology (IT) Department, in Chennai. You are liable to be transferred from one job to another job or from one department to another department or from one establishment to another establishment if required by the Management. You shall do such other work, which will be assigned to you by the Management from time to time. Any such changes in assignment or transfer will not automatically entitle to any additional remuneration, allowance, compensation, or other sum in respect thereof.

13. It is also expressly agreed to by and between us that the Company shall be entitled to loan or transfer your services, provisionally for any duration or permanently, wholly or partly to any Company which is or at the material time may be an associate, affiliate, successor, assigns or subsidiary or principal contractor to, or the latter having a controlling interest in the said company.

14. You will report to **Mr. Roshan Kapoor, General Manager** or his nominee.

15. Your individual compensation is strictly between yourself and the company. It has been determined based on numerous factors such as job role, skills — specific background and professional merit. This information and any changes made therein should be treated as personal and confidential.



16. Before proceeding on an overseas assignment you will be required to give the company, a written undertaking for dedicated services to the client, completing the work/project assigned and timely return to resume work in India. The details of such assignments including reimbursement of necessary expenditure will be communicated to you before your proceeding on such assignments.
17. While serving the Company, you shall give and devote the whole of your work day exclusively to your duties with the Company and shall not engage yourself, directly or indirectly without prior consent in writing of the Company with or without remuneration in any trade, business, occupation, employment, service or calling which is similar to or the same as that carried out by the Company nor shall you undertake any activities which are contrary to or inconsistent either with your duties and obligations under this appointment or with the Company's interests.
18. It is your responsibility to notify the company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details, etc.) within 3 working days.
19. Your designation may be changed at the discretion of the company depending on the work assigned to you.
20. Upon your resignation or retirement from the company or termination of your services, you are required to return all assets and property of the company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
21. You will retire in the normal course from the services of the company at the end of the month in which you attain the age of superannuation, which is 58 years.
22. This is a position of continuous responsibility and does not entail payment of extra time or overtime.
23. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions abroad. You will diligently and beneficially, take part in such training and assignment. In such event, you will continue to serve the company after such training, for a minimum period as may be stipulated.
24. All programs, system logins, manuals, literatures etc. developed by you while in company service will at all times be deemed to be the sole property of the company. Also the company will at all times have the sole proprietary right in any new system which you may develop while in company's service.
25. You shall obtain written permission from the Management Team for any studies giving full details of examination and duration. While following studies, the duties and accountabilities of your job will not be compromised and the demand arising out of work will prevail over.



26. On the day of joining, you are requested to be present at 9:30 am for your on-boarding formalities at Unit 2&3, 12<sup>th</sup> Floor, Zenith Building, International Tech Park, CSIR Road, Taramani, Chennai-600113.
27. You are expected to remain in duty throughout the business/working hours of the organization and be present in time for any meeting or get together scheduled by the company.
28. For the purpose of this clause, the expression “The Company” shall in addition to Olam Information Services Private Limited, mean and include any firm, person or Company subsidiary to or affiliated to with Olam Information Services Private Limited.
29. If any declaration given or furnished by you to the company in any document submitted for employment proves to be false or if you have willfully suppressed any material information, you will be liable to be terminated without notice.
30. We request you to produce a proof of age, relieving letter from the previous employers, educational certificates, 3 passport size photographs and proof of last drawn salary with a true copy of the same for our records.
31. You are advised to keep all original certificates and passport with you all the time to enable you to produce the same at short notice, if required for visa processing purposes.
32. You shall be governed from time to time by the laws of the land as applicable to an employee in the company's service.
33. As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure / Confidentiality.
34. Non-Disclosure Agreement:

“Company” for all purposes shall mean Olam Information Services Private Limited, Chennai.

(a) You shall not, at any time during the continuance or after the termination of your employment hereunder, divulge either directly to any person, firm or Company or use for yourself or another any knowledge, information, formulae, processes, methods, compositions, ideas or documents, concerning the business and affairs of the company or any of its dealings, transactions or affairs which you may acquire the company or any of its dealings, transactions or affairs which you may acquire or have to your knowledge during the course of and incidental to your employment.

(b) You will not undertake business of similar nature with any other company during the period of your employment with this company.



(c) If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this company prior to you separating from the services of the company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.

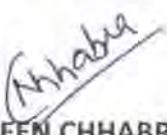
(d) You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.

(e) During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

We have pleasure in welcoming you and looking forward to mutually meaningful association.

Yours truly,

For Olam Information Services Private Limited,

  
NAVEEN CHHABRA  
Associate General Manager

(The appointment letter is enclosed in duplicate and you are requested to sign the duplicate copy of the appointment letter.)

---

I have Read, Understood and Accepted the terms and conditions of employment. As desired, I will join the company's services w.e.f. \_\_\_\_\_.

Signature: R. Anbalagan

Date: 16-4-2012



ANNEXURE – I

Designation: Senior Engineer

Location: Chennai

Date of Joining: 16<sup>th</sup> April 2012

The breakup of the Salary is given below:

S. No.	Components	Monthly Amount (Rs.)	Annual Amount (Rs.)
1	Basic	15,500	186,000
2	House Rent Allowance	7,750	93,000
3	Conveyance	800	9,600
4	Medical Allowance	1,250	15,000
5	Special Allowance	17,007	204,084
6	Company Contribution to PF	1,860	22,320
	<b>TOTAL</b>	<b>44,167</b>	<b>530,004</b>

A handwritten signature in black ink, reading "Chhabra", is placed over the bottom-left corner of the salary breakdown table.



Date: 27<sup>th</sup> January, 2013

To

Mr. Anbalagan Ramu  
Emp Code: 496  
Chennai.

**LETTER OF CONFIRMATION**

**Dear Anbalagan,**

With reference to your probation period of 6 months ending 26<sup>th</sup> January 2013, we are pleased to inform you that your employment with Olam Information Services Private Limited has been confirmed w.e.f 27<sup>th</sup> January 2013.

We wish you continued success with Olam.

For **Olam Information Services Private Limited**,

A handwritten signature in blue ink, appearing to read "Pradeep Ramakrishnan".

**Pradeep Ramakrishnan**  
**Human Resources**





25<sup>th</sup> October 2013

Anbalagan Ramu  
Designation: SENIOR ENGINEER  
EC Code: 496  
Grade Level: IS3

Dear Anbalagan Ramu,

Aligned with the Company philosophy of recognizing and rewarding performance, we are pleased to inform you the following Salary Changes with effect from 1<sup>st</sup> July 2013;

**Fixed Pay**

Your fixed salary has been revised to Rs. 567108/- . The break-up of the revised salary is as under:

Component	Monthly Amount (Rs.)	Annual Amount (Rs.)
Basic pay	16600	199200
House Rent Allowance	8300	99600
Conveyance Allowance	800	9600
Medical Allowance	1250	15000
Special Allowance	15817	189804
Company Contribution to PF	1992	23904
Sodexho Meal Vouchers	0	0
Telephone Reimbursement	0	0
Leave Travel Allowance	2500	30000
<b>TOTAL COST TO COMPANY</b>	<b>47259</b>	<b>567108</b>

**Incentive Payout (July 2012 – June 2013)**

Your Incentive payout for the period July 2012 to June 2013 is Rs. 66250/- subject to Income Tax deductions as may be applicable.

**Target Incentive (July 2013 – June 2014)**

You will also be entitled to a Variable Incentive subject to your, your business unit's and the company's performance.

All other terms and conditions of your employment remain unchanged.

We thank you for your valuable contribution.

For OLAM INFORMATION SERVICES PRIVATE LIMITED,

Abhay Singh  
Associate General Manager

December 19, 2014

Private & Confidential



**Anbalagan R**

**Designation** : Senior Engineer  
**EC Code** : 496  
**Grade Level** : IS3

Dear Anbalagan,

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **Rs.615,400/- per annum** with effect from **1<sup>st</sup> July 2014**. The break-up of the revised fixed salary is as follows...

Salary Component	Monthly Amount (Rs.)	Annual Amount (Rs.)
Basic	20,513	246,160
House Rent Allowance	10,257	123,080
Conveyance	800	9,600
Special Allowance **	13,002	156,021
Medical Reimbursement *	1,250	15,000
Telephone Reimbursement *	3,000	36,000
Company Contribution to PF	2,462	29,539
ESI	0	0
<b>TOTAL COST TO COMPANY</b>	<b>51,283</b>	<b>615,400</b>

\* The reimbursement will be on actual and subject to supporting documents submitted. The same needs to be declared in the payroll site to claim for tax exemption.

\*\* You may inform the Payroll team on your LTA & Food card declaration as a part of your Special Allowance kitty for tax exemption. However the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month. The declarations are to be communicated to the Payroll Team latest by 14<sup>th</sup> January 2015 to avail this benefit from the January payroll.

Your Incentive payout for the period July 2013 to June 2014 paid in October 2014 is **Rs.94,518/-** subject to Income Tax deductions.

You will also be entitled to a Variable Incentive subject to individual performance, your business unit's and the company's performance.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed to others.

We take this opportunity to place on record our appreciation of your contribution during the past financial year. We look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**

A handwritten signature in black ink, appearing to read "D. Ramesh Kumar".

**D Ramesh Kumar**  
General Manager – Human Resources

Olam Information Services Private Limited

Corporate Identity Number (CIN NO.) : U72200TN2007PTC064492  
Unit 2 & 3, 12<sup>th</sup> Floor, Zenith Building, International Tech Park, CSIR Road, Taramani, Chennai – 600 113  
Tel : +91 44 4222 3700 Fax : +91 42220199 www.olamonline.com

**Name : Anbalagan R**  
**Designation : Senior Engineer**  
**EC Code : 496**  
**Grade Level : IS3**

Dear Anbalagan,

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **Rs.670800/- per annum** with effect from **1<sup>st</sup> July 2015**. The break-up of the revised fixed salary is as follows....

Salary Component	Monthly Amount (Rs.)	Annual Amount (Rs.)
Basic	22360	268320
House Rent Allowance	11180	134160
Conveyance Allowance	1600	19200
Special Allowance **	13827	165924
Medical Reimbursement *	1250	15000
Telephone Reimbursement *	3000	36000
Company Contribution to PF	2683	32196
<b>TOTAL COST TO COMPANY</b>	<b>55900</b>	<b>670800</b>

\* The reimbursement will be on actuals and subject to supporting documents submitted. The same needs to be declared in the payroll site to claim for tax exemption.

\*\* You may inform the Payroll team on your LTA & Food card declaration as a part of your Special Allowance for tax exemption. However the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month. The declarations are to be communicated to the Payroll Team latest by 16<sup>th</sup> November 2015 to avail this benefit from the November payroll.

Your Incentive payout for the period July 2014 to June 2015 is **Rs.102567/-** subject to Income Tax deductions.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**D Ramesh Kumar**

**General Manager – Human Resources**

**Olam Information Services Private Limited**

Unit 2 & 3, 12<sup>th</sup> Floor, Zenith Building, International Tech Park, CSIR Road, Taramani, Chennai – 600 113.

Tel: +91 44 42220 3700 Fax : +91 44 4000 0199 [www.olamonline.com](http://www.olamonline.com)

Corporate Identity Number (CIN No.):U72200TN2007PTC064492

**Name** : Anbalagan R  
**Designation** : Senior Engineer  
**EC Code** : 496  
**Grade Level** : IS3

Dear Anbalagan,

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **Rs.700986/-** per annum with effect from **1<sup>st</sup> January 2016**. The break-up of the revised fixed salary is as follows...

Salary Component	Monthly Amount (Rs.)	Annual Amount (Rs.)
Basic	23366	280394
House Rent Allowance	11683	140197
Conveyance Reimbursement	1600	19200
Special Allowance **	14712	176546
Medical Reimbursement *	1250	15000
Telephone Reimbursement *	3000	36000
Company Contribution to PF	4556	54672
<b>TOTAL COST TO COMPANY</b>	<b>58416</b>	<b>700986</b>

\* The reimbursement will be on actuals and subject to supporting documents submitted. The same needs to be declared in the payroll site to claim for tax exemption.

\*\* You may inform the Payroll team on your LTA & Food card declaration as a part of your Special Allowance for tax exemption. However the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month. The declarations are to be communicated to the Payroll Team latest by 15<sup>th</sup> February 2016 to avail this benefit from the February 2016 payroll.

Your Incentive payout for the period July 2015 to December 2015 is **Rs.55900/-** subject to Income Tax deductions.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**D Ramesh Kumar**

**Vice President – Human Resources**

**Olam Information Services Private Limited**

Unit 2 & 3, 12<sup>th</sup> Floor, Zenith Building, International Tech Park, CSIR Road, Taramani, Chennai – 600 113.

Tel: +91 44 42220 3700 Fax : +91 44 4000 0199 [www.olamonline.com](http://www.olamonline.com)

Corporate Identity Number (CIN No.):U72200TN2007PTC064492

**Name : Anbalagan R**  
**Designation : Senior Engineer**  
**EC Code : 496**  
**Grade : IS3**

Dear Anbalagan,

It gives us great pleasure to inform that you have been promoted as **Lead Engineer, IS4**. Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **Rs.771,085 /-** per annum with effect from **1<sup>st</sup> April 2016**. The break-up of the revised fixed salary is as follows...

Salary Component	Monthly Amount (Rs.)	Annual Amount (Rs.)
Basic	25,703	308,434
House Rent Allowance	12,851	154,217
Conveyance Allowance	1,600	19,200
Special Allowance**	14,769	177,228
Medical Reimbursement *	1,250	15,000
Telephone Reimbursement *	3,000	36,000
Company Contribution to PF	3,084	37,008
Food Card/Coupon	2,000	24,000
<b>TOTAL COST TO COMPANY</b>	<b>64,257</b>	<b>771,085</b>

\* The reimbursement will be on actual and subject to supporting documents submitted. The same needs to be declared in the payroll site to claim for tax exemption.

\*\* You may inform the Payroll team on your LTA & Food card declaration as a part of your Special Allowance for tax exemption. However the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month. The declarations are to be communicated to the Payroll Team latest by 20<sup>th</sup> June 2016 to avail this benefit from the June payroll.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed to others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**D Ramesh Kumar**

**Vice President – Human Resources**

Olam Information Services Private Limited

Corporate Identity Number (CIN NO.) : U72200TN2007PTC064492

Unit 2 & 3, 12<sup>th</sup> Floor, Zenith Building, International Tech Park, CSIR Road, Taramani, Chennai – 600 113.

Tel : +91 44 4222 3700 Fax : +91 44 4222 0199 www.olamonline.com

SALARY REVISION LETTER

**Name : Anbalagan R**  
**Designation : Lead Engineer**  
**EC Code : 496**  
**Grade : IS4**

Dear **Anbalagan R,**

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **INR 825,070/- per annum** with effect from **1<sup>st</sup> January 2017**. The break-up of the revised fixed salary is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
Basic	27,502	330,028
House Rent Allowance	13,751	165,014
Conveyance Allowance	1,600	19,200
Medical Reimbursement *	1,250	15,000
Telephone Reimbursement*	3,000	36,000
LTA**	2,500	30,000
Food Card**	2,000	24,000
Special Allowance	13,852	166,228
Company Contribution to PF	3,300	39,600
<b>TOTAL COST TO COMPANY</b>	<b>68,756</b>	<b>825,070</b>

\* The reimbursement will be on actuals and subject to supporting documents submitted. The same needs to be declared in the payroll site to claim for tax exemption.

\*\* Your existing LTA (as per IT act applicable) & Food card declaration given by you will remain unchanged. Please communicate to the payroll team on any changes in the declaration of LTA and Food Card Declaration latest by 15<sup>th</sup> March 2017. However, the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month.

Your Incentive payout for the period January 2016 to December 2016 is **INR 96,386/-** subject to Income Tax deductions.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**D Ramesh Kumar**

**Vice President – Human Resources**

Date of Letter Generation: 22-02-2017 18:48:46

**SALARY REVISION LETTER**

**Name : Anbalagan.R**  
**Designation : Lead Engineer**  
**EC Code : 496**  
**Grade : IS4**

Dear **Anbalagan.R,**

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **INR 916,000/- per annum** with effect from **1<sup>st</sup> January 2018**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
Basic	30,533	366,400
House Rent Allowance	15,267	183,200
Conveyance Allowance	1,600	19,200
Medical Reimbursement *	1,250	15,000
Telephone Reimbursement*	3,000	36,000
LTA**	2,500	30,000
Food Card**	2,000	24,000
Special Allowance	16,519	198,232
Company Contribution to PF	3,664	43,968
<b>TOTAL FIXED SALARY</b>	<b>76,333</b>	<b>916,000</b>
Performance Incentive		114,500
<b>TOTAL COST TO COMPANY</b>		<b>1,030,500</b>

\* The reimbursement will be on actuals and subject to supporting documents submitted. The same needs to be declared in the payroll site to claim for tax exemption.

\*\* Your existing LTA (as per IT act applicable) & Food card declaration given by you will remain unchanged. Please communicate to the payroll team on any changes in the declaration of LTA and Food Card Declaration latest by 15<sup>th</sup> March 2018. However, the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month.

Your Performance Incentive payout for the period January 2017 to December 2017 is **INR 103,133/-** subject to Income Tax deductions.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**D Ramesh Kumar**

**Vice President – Human Resources**

Date of Letter Generation: 22-02-2018 21:53:23

**SALARY REVISION LETTER**

**Name** : **Anbalagan Ramu**  
**Designation** : **Lead Engineer**  
**EC Code** : **496**  
**Grade** : **IS4**

Dear **Anbalagan Ramu**,

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **INR 980,500/- per annum** with effect from **1<sup>st</sup> January 2019**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
Basic	32,683	392,200
House Rent Allowance	16,342	196,100
Telephone Reimbursement*	3,000	36,000
LTA**	2,500	30,000
Food Card**	2,000	24,000
Special Allowance	21,261	255,136
Company Contribution to PF	3,922	47,064
<b>TOTAL FIXED SALARY</b>	<b>81,708</b>	<b>980,500</b>
Performance Incentive		122,563
<b>TOTAL COST TO COMPANY</b>		<b>1,103,063</b>

Note: As per the amendments to the income tax rules, medical reimbursement and conveyance allowance has been merged with the special allowance component.

\* The telephone reimbursement will be on actuals and subject to supporting documents submitted. The same needs to be declared in the payroll portal to claim for tax exemption.

\*\* Your existing LTA (as per IT act applicable) & Food card declaration given by you will remain unchanged. Please communicate to the payroll team on any changes in the declaration of LTA and Food Card Declaration latest by 15<sup>th</sup> March 2019. However, the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month.

Your Performance Incentive payout for the period January 2018 to December 2018 is **INR 114,500/-** subject to Income Tax deductions.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**D Ramesh Kumar**

**Vice President – Human Resources**

Date of Letter Generation: 2/19/2019 5:13:00 PM

**Olam Information Services Private Limited**

Corporate Identity Number (CIN No.): U72200TN2007PTC064492

Ascendas, 12<sup>th</sup> Floor, Zenith Building, International Tech Park, CSIR Road, Taramani, Chennai – 600 113, India.

Tel: +91 44 4222 3700 | [www.olamgroup.com](http://www.olamgroup.com)

### SALARY REVISION LETTER

**Name : Anbalagan Ramu**  
**Designation : Lead Engineer**  
**EC Code : 50009076**  
**Grade : IS4**

Dear **Anbalagan,**

Recognizing your effort and performance , we are pleased to inform you that your fixed salary has been revised to **INR 1,069,008/- per annum** with effect from **1st January 2020**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
BASIC	35,634	427,608
HOUSE RENT ALLOWANCE	17,817	213,804
TELEPHONE REIMBURSEMENT*	3,000	36,000
LTA**	2,500	30,000
FOOD CARD**	2,000	24,000
SPECIAL ALLOWANCE	23,857	286,284
COMPANY CONTRIBUTION TO PF	4,276	51,312
<b>TOTAL FIXED SALARY</b>	<b>89,084</b>	<b>1,069,008</b>
Performance Incentive		133,626
<b>TOTAL COST TO COMPANY</b>		<b>1,202,634</b>

\* The telephone reimbursement will be on actual and subject to supporting documents submitted. The same needs to be declared in the Payroll portal to claim for tax exemption.

\*\* Your existing LTA (as per IT act applicable) & Food card declaration given by you will remain unchanged. Please communicate to the payroll team on any changes in the declaration of LTA and Food Card Declaration latest by 15th March 2020. However, the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- per month.

Your Performance Incentive payout for the period 1st January 2019 to 31st December 2019 is **INR 163,418/-** subject to Income Tax deductions.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**

Vice President - Human Resources

Date of Letter Generation: 2/19/2020 6:06:19 PM

**Name : Anbalagan Ramu**  
**Designation : Lead Engineer**  
**EC Code : 50009076**  
**Grade : IS4**

Dear **Anbalagan**,

It gives us great pleasure to inform that you have been promoted as '**Senior Lead Engineer**' (IS5). Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **INR 1,175,904/- p.a.**, with effect from **1st April 2020**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
BASIC	34,297	411,564
HOUSE RENT ALLOWANCE	17,149	205,788
TELEPHONE REIMBURSEMENT*	3,000	36,000
LTA**	2,500	30,000
FOOD CARD**	2,000	24,000
SPECIAL ALLOWANCE	34,930	419,160
COMPANY CONTRIBUTION TO PF	4,116	49,392
<b>TOTAL FIXED SALARY</b>	<b>97,992</b>	<b>1,175,904</b>
PERFORMANCE INCENTIVE		146,988
<b>TOTAL COST TO COMPANY</b>		<b>1,322,892</b>

\* The telephone reimbursement will be on actual and subject to supporting documents submitted. The same needs to be declared in the payroll portal to claim for tax exemption.

\*\* Your existing LTA (as per IT act applicable) and Food card declaration given by you, will remain unchanged. Please communicate to the payroll team on any changes in the declaration of LTA and Food Card latest by 15th May 2020. However, the maximum limit than can be declared for LTA is Rs.2500/- p.m. & for Food Card is Rs.2000/- p.m.

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We wish you a long and successful career with Olam.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**  
**Vice President - Human Resources**

Date of Letter Generation: 4/02/2020 2:09:12 AM

**INCENTIVE LETTER**

EC Code : 50009076  
Name : Anbalagan.R  
Designation : Senior Lead Engineer  
Grade : IS5

Dear Anbalagan.R,

We are pleased to inform you that in recognition of your efforts and performance for the period **January'2020 to December'2020**, you are awarded performance incentive of **INR 220,482/-** subject to Income Tax deductions.

Please note that the performance incentive is pro-rated basis your appraisal eligibility and the period you have worked during the year 2020.

All other terms and conditions of your employment remains unchanged.

Your incentive details are strictly confidential, and the details of this letter are not to be disclosed or discussed with others.

We wish you the best and look forward to an engaging & inspiring year ahead.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**  
**Vice President – Human Resources**

**SALARY REVISION LETTER**

**Name : Anbalagan R**  
**Designation : Senior Lead Engineer**  
**EC Code : 50009076**  
**Grade : IS5**

Dear **Anbalagan,**

Recognizing your effort and performance , we are pleased to inform you that your fixed salary has been revised to **INR 1,411,500/- per annum** with effect from **1st January 2021**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
BASIC	41,169	494,028
HOUSE RENT ALLOWANCE	20,585	247,020
TELEPHONE REIMBURSEMENT	3,000	36,000
LTA	2,500	30,000
FOOD CARD	2,000	24,000
SPECIAL ALLOWANCE	43,431	521,172
COMPANY CONTRIBUTION TO PF	4,940	59,280
<b>TOTAL FIXED SALARY</b>	<b>117,625</b>	<b>1,411,500</b>
Performance Incentive		176,438
<b>TOTAL COST TO COMPANY</b>		<b>1,587,938</b>

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

For OLAM INFORMATION SERVICES PRIVATE LIMITED,



**Arvind Raj B**

Vice President - Human Resources

Date of Letter Generation: 3/18/2021 3:55:25 PM

**SALARY REVISION LETTER**

**Name : Anbalagan R**  
**Designation : Senior Lead Engineer**  
**EC Code : 50009076**  
**Grade : IS5**

Dear **Anbalagan,**

We are pleased to inform you that your fixed salary has been revised to **INR 1,834,956/- per annum** with effect from **1st October 2021**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
BASIC	53,520	642,240
HOUSE RENT ALLOWANCE	26,760	321,120
TELEPHONE REIMBURSEMENT	3,000	36,000
LTA	2,500	30,000
FOOD CARD	2,000	24,000
SPECIAL ALLOWANCE	58,711	704,532
COMPANY CONTRIBUTION TO PF	6,422	77,064
<b>TOTAL FIXED SALARY</b>	<b>152,913</b>	<b>1,834,956</b>
Performance Incentive		229,370
<b>TOTAL COST TO COMPANY</b>		<b>2,064,326</b>

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

For OLAM INFORMATION SERVICES PRIVATE LIMITED,



**Arvind Raj B**

Vice President - Human Resources

Date of Letter Generation: 10/19/2021 6:30:12 PM

**INCENTIVE LETTER**

EC Code : 50009076  
Name : Anbalagan.R  
Designation : Senior Lead Engineer  
Grade : IS5

Dear Anbalagan.R,

We are pleased to inform you that in recognition of your efforts and performance for the period **January'2021 to December'2021**, you are awarded performance incentive of **INR 284,669/-** subject to Income Tax deductions.

Please note that the performance incentive is pro-rated basis your appraisal eligibility and the period you have worked during the year 2021.

All other terms and conditions of your employment remains unchanged.

Your incentive details are strictly confidential, and the details of this letter are not to be disclosed or discussed with others.

We wish you the best and look forward to an engaging & inspiring year ahead.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**  
**Vice President – Human Resources**

**SALARY REVISION LETTER**

**Name** : **Anbalagan.R**  
**Designation** : **Senior Lead Engineer**  
**EC Code** : **50009076**  
**Grade** : **IS5**

Dear **Anbalagan.R**,

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **INR 2,092,000/- per annum** with effect from **1<sup>st</sup> April 2022**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
Basic	61,017	732,200
House Rent Allowance	30,508	366,100
Telephone Reimbursement	3,000	36,000
LTA	2,500	30,000
Food Card	2,000	24,000
Special Allowance	67,986	815,836
Company Contribution to PF	7,322	87,864
<b>TOTAL FIXED SALARY</b>	<b>174,333</b>	<b>2,092,000</b>
Performance Incentive		261,500
<b>TOTAL COST TO COMPANY</b>		<b>2,353,500</b>

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**  
**Vice President – Human Resources**

**Name : Anbalagan R**  
**Emp Code : 50009076**

Dear **Anbalagan R.**

In 2022, we set out on an independent path, made strategic progress, and continue delivering the best in technology, information security, digital and business services. Today, we are 1800+ employees strong and continue to grow every year. This exciting journey provides abundant opportunities for a progressive career path. Career Architecture is a developed framework which is future-ready and brings a consistent experience across the organization. This will give you ample flexibility, upward mobility and career satisfaction that focuses on your unique individual career development.

As we move ahead in this journey, we are pleased to share your new title and band details as per the enhanced Career Architecture, effective August 1, 2022:

- **New Designation:** Sr Lead Designer
- **New Band:** E
- **New Grade:** E1

This Career Architecture brings forth a unified and role-centric structure without altering your current positioning at the organisation.

Your dedication and hard work have been essential to the organisation's growth. Thank you for your valuable contributions and commitment to Olam. Wishing you tremendous success in the coming year. Let's work together on this new chapter! Together we can move mountains!

**OLAM INFORMATION SERVICES PRIVATE LIMITED**



**Arvind Raj B**

**Senior Vice President & CHRO**

*Please note that details of your performance and compensation have been shared earlier and must always remain private and confidential between you and the company. All the other terms and conditions of employment remain the same. Please contact your reporting manager / HR business partner for further clarifications.*

**INCENTIVE LETTER**

EC Code : 50009076  
Name : Anbalagan.R  
Designation : Sr Lead Designer  
Grade : E1

Dear Anbalagan.R,

We are pleased to inform you that in recognition of your efforts and performance for the period **January'2022 to December'2022**, you are awarded performance incentive of **INR 392,250/-** subject to Income Tax deductions.

Please note that the performance incentive is pro-rated basis your appraisal eligibility and the period you have worked during the year 2022.

All other terms and conditions of your employment remains unchanged.

Your incentive details are strictly confidential, and the details of this letter are not to be disclosed or discussed with others.

We wish you the best and look forward to an engaging & inspiring year ahead.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**  
**Senior Vice President & CHRO**

## SALARY REVISION LETTER

**EC Code** : 50009076  
**Name** : Anbalagan.R  
**Designation** : Sr Lead Designer  
**Grade** : E1

Dear **Anbalagan.R**,

Recognizing your effort and performance, we are pleased to inform you that your fixed salary has been revised to **INR 2,280,500/- per annum** with effect from **1<sup>st</sup> April 2023**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
Basic	66,515	798,175
House Rent Allowance	33,257	399,088
Telephone Reimbursement	3,000	36,000
LTA	2,500	30,000
Food Card	2,000	24,000
Special Allowance	74,788	897,457
Company Contribution to PF	7,982	95,781
<b>TOTAL FIXED SALARY</b>	<b>190,042</b>	<b>2,280,500</b>
Performance Incentive		285,063
<b>TOTAL COST TO COMPANY</b>		<b>2,565,563</b>

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For OLAM INFORMATION SERVICES PRIVATE LIMITED,**



**Arvind Raj B**

**Senior Vice President & CHRO**

## INCENTIVE LETTER

EC Code : 50009076  
Name : Anbalagan R  
Designation : Sr Lead Designer  
Grade : E1

Dear Anbalagan R,

We are pleased to inform you that in recognition of your efforts and performance for the period **January'2023 to December'2023**, you are awarded performance incentive of **INR 285,063/-** subject to Income Tax deductions.

Please note that the performance incentive is pro-rated basis your appraisal eligibility and the period you have worked during the year 2023.

All other terms and conditions of your employment remains unchanged.

Your incentive details are strictly confidential, and the details of this letter are not to be disclosed or discussed with others.

We wish you the best and look forward to an engaging & inspiring year ahead.

For Mindsprint Digital India Pvt Ltd,



**Arvind Raj B**  
**Senior Vice President & CHRO**

## SALARY REVISION LETTER

**EC Code** : 50009076  
**Name** : Anbalagan R  
**Designation** : Sr Lead Designer  
**Grade** : E1

Dear **Anbalagan R**,

Recognizing your effort and performance, we are pleased to inform you that your salary has been revised with effect from **1<sup>st</sup> April 2024**. The break-up of the revised CTC is as follows...

Salary Component	Monthly Amount (INR)	Annual Amount (INR)
Basic	71,171	854,052
House Rent Allowance	35,586	427,032
Telephone Reimbursement	3,000	36,000
LTA	2,500	30,000
Food Card	2,000	24,000
Special Allowance	80,547	966,564
Company Contribution to PF	8,541	102,492
<b>TOTAL FIXED SALARY</b>	<b>203,345</b>	<b>2,440,140</b>
Performance Incentive		305,018
<b>TOTAL COST TO COMPANY</b>		<b>2,745,158</b>

All other terms and conditions of your employment remain unchanged.

Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We take this opportunity to place on record our appreciation of your contribution and look forward to your continued support in future.

**For Mindsprint Digital India Pvt Ltd,**



**Arvind Raj B**  
**Senior Vice President & CHRO**