

18<sup>th</sup> July, 2011.

M.Nivasmaran,  
2/3,15<sup>th</sup> Cross ST,  
Venkatasubramaniya Nagar,  
Valasaravakkam,  
Chennai -87.

Sub: Appointment Letter for the post of JUNIOR PROGRAMMER

Dear sir,

With reference to the discussion you had with us, we take pleasure in appointing you for the post of JUNIOR PROGRAMMER, in our organization on the following terms and conditions.

01. You will be trained 2-3 months as our company Real Time Projects, after completion of your training, performance base you will be consider as a Junior Programmer.

You will be under probation for a period of six months which may extend at the discretion of the management for such further period, depending upon your performance during this period.

02. You will be trained as per our client and to our company requirement.
03. During the probationary period you will be paid a consolidated salary Rs.4,000/- (Rupees Four thousands only). You will be confirmed on completion of the probationary period if your service found satisfactory.
04. Your duties and responsibilities will be assigned to you from time to time by the Company / Management / any authorized person of the company.
05. During the probationary period your service is terminable without assigning any reason.
06. After the probationary period, both have to give two months notice period for relieving of employment.
07. During the term of employment you will not represent, handle or otherwise undertake any other business or activity. It is fully understood that you will devote your full working time exclusively to the company's work and business. You will not carry on any activity without the prior permission of the company obtained in writing, nor be directly or indirectly employed or acting as an agent.
08. You will be governed by rules and regulations of the company in force from time to time as applicable to similar category of staff of the company
09. You shall not at any time disclose any information, know-how, knowledge, secrets, method, plans, etc, that you become a party to or that may necessarily be disclosed to you in order to efficiently discharge of your duties.

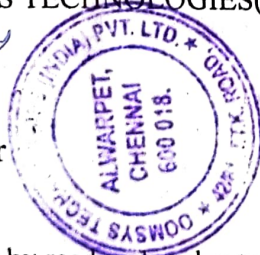
10. Your service is transferable to any place which the company deems fit and you Required to proceed from time to time on assignments at station outside, in Short notice.
11. If you are deputed abroad you have to serve one year after completion of the tenure or return from abroad.
12. You have to execute a Service Security Bond for 18(Eighteen) months for the amount of Rs 50,000/- (Rupees fifty thousands only) as per agreement enclosed with two sureties signed. If you don't have security sign, salary will be deducted 25% every month up to completion of your bond period and that will be refunded when you present the reliving letter properly.
13. You have to renew the Service Security Bond every six months if it is needed.
14. Two months notice to be given to relieve you from service.
15. You will be retired from service on your completion of 58 years, unless the management, at its discretion for special reason, permits you to continue thereafter, subject to you being medically fit.

Kindly sign and return copy of the letter to signify your acceptance of the above terms and conditions.

We earnestly welcome you to our organization and sincerely trust thus we will have a long and mutually beneficial relationship.

For OOMSYS TECHNOLOGIES(INDIA) PVT LTD.

*lc hm*  
(K.Uma)  
HR Manager



I here by read and understood the terms and conditions of this letter and the Service rules and regulations and agree to abide by the same

Place: Chennai -600 018.

Date: 18 th July, 2011.

Signature:

Name : M. NIVASMARAN