

11. **INVENTION & DISCOVERIES:** While employed with POLARIS, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.
12. **MEDICAL FITNESS:** You are required to continuously maintain yourself in a state of medical/physical/mental fitness so as perform well & to discharge your responsibilities adequately while in employment.

If at any point of time during your employment you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the company rules, notwithstanding any thing mentioned in this letter otherwise.

13. **SECRECY:**
  - a. You will not give anyone, by word of mouth, writing, facsimile any devices or otherwise any particulars or details, which you acquire during the course of your employment of our working systems, technical know how, security arrangements, administrative and or organisation matters of our and our clients whether confidential, secret or otherwise, either during your employment with Company or afterwards.
  - b. Please note that the terms and conditions of your service contract as stipulated here-to-fore or to be intimated hereafter, are to be treated as strictly confidential and you are not to divulge its contents to any employee of the company/person connected with the Company.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you please sign the duplicate copy as a token of your having understood and accepted the same.

Yours sincerely,  
for **Polaris Software Lab Ltd.**



**Ramachandran S**  
**Assistant Vice President – Human Resources**

I..... have read and understood thoroughly the rules of service and the above terms of my appointment of my service, and I do hereby agree with all terms as above and I shall abide by all general rules of service which are now or may hereafter to be in force and accordingly I accept my appointment of my service with you.

Date:

ASSOCIATE'S SIGNATURE IN FULL