

**LG Soft India Private Limited**

Embassy Tech Square, Marathahalli-Sarjapur Outer Ring Road,  
Bangalore - 560 103, India  
T.+91-80-6615-5000 F:+91-80-6615-5100  
Website: www.lgsoftindia.com  
CIN: U85110KA1998PTC023521

**PERSONAL & CONFIDENTIAL**

Anindya Sundar Das  
Employee No: SI005880  
Bangalore.

Dear Anindya,

We are pleased to appoint you as “Senior Research Engineer ” in Grade 2 on the following terms and conditions, with effect from 11-Feb-2020.

1. Your Salary & Benefits would be as details in the Annexure attached. Your salary will be reviewed periodically as per Company policy. Changes in salary are at the discretion of the company and will be subject to and on the basis of effective performance and other relevant criteria.
2. You would also be eligible for reimbursements as part of Flexi Benefits and other benefits as per prevailing LG Soft India (LGSI) policies. The reimbursements are subject to tax deductions as per prevailing income tax regulations.
3. Your employment benefits at LGSI would be in accordance with prevailing personnel policies and would include medical insurance and leave.
4. The remuneration offered to you has taken into consideration your appointment in the executive / management cadre of LGSI. You will, thus, not be entitled to any other payment by way of deferred wage, overtime or other allowances.
5. You will be initially based at LGSI in Bangalore. However, LGSI, based on its business needs and/or at its discretion can transfer you to any of its subsidiaries, associate / affiliate companies or client offices in India or overseas. In such cases, your employment may be governed by the terms and conditions of service applicable at the new location / company.
6. You may be required to travel on LGSI's business within India and overseas on as required basis. In instances of business travel, you will be entitled to reimbursement of travel expenses including per-diems in accordance with the prevailing LGSI travel policies.
7. You will be on probation for a period of three (3) months from the date of your joining LGSI. Your probation period may be extended, if considered necessary, at the discretion of LGSI. In a situation where your employment at LGSI cannot be confirmed at the end of the probation period, LGSI reserves the right to immediately terminate your services without any notice or consideration.
8. This contract of employment is terminable, without reasons, by either party giving three (3) months notice. LGSI reserves the right to pay or recover salary in lieu of notice period.

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9. The position in which you are appointed is one of utmost confidence and requires a high degree of personal and professional integrity. This appointment is, therefore, subject to continuity of such confidence.
10. Your appointment with LGSI would require you to be bound by all rules, regulations and guidelines issued by the company from time to time, in relation to personal and professional conduct, discipline, non-disclosure of confidential information and information security. You are also required to sign the 'Code of Conduct,' 'Personal Data Protection Policy' and 'Non Disclosure Agreement'. Your acceptability of these agreements and compliance to rules, regulations and policies are an integral part of employment terms at LGSI.
11. Notwithstanding the provisions of Para (8) above LGSI reserves the right to terminate your services without any notice or compensation as a part of disciplinary action in situations including, but not limited to, violation of 'Code of Conduct', Criminal prosecution by law enforcing agencies, violation of Non Disclosure Agreement, Breach of employment conditions, trust or financial integrity.
12. You will retire from their services on attainment of the normal retirement age fixed by the company, which at present is 58 years.
13. Your appointment is subject to your being certified medically fit by LGSI approved doctors. LGSI would also require you to reconfirm your medical fitness from time to time.
14. The information contained in this letter of appointment is 'Personal & Confidential'. This letter contains sensitive, personal and confidential information and its contents are not to be shared with or divulged to others.
15. Please sign the duplicate copy of this letter in token of your acceptance of the above terms. You are required to submit copies of your testimonials and passport on joining LGSI.

Anindya, we welcome you to LGSI and take this opportunity to wish you a long and successful career with us.

Sincerely,



Prakash Anand  
Head - HR

ACCEPTED

(Anindya)

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Sincerely,

Prakash Anand  
Head - HR

Annexure to the letter dated 11-Feb-2021

<b>Employee Name</b>	<b>Anindya Sundar Das</b>
<b>BU</b>	<b>LGSIA.AI-2</b>
<b>Grade</b>	<b>Grade 2-1-1 –Senior Research Engineer</b>

Grade	G2-1-1
Annual Gross	1320000
Components	Monthly
Basic	44000
HRA	17600
Flexi Benefits	20000
Special Allowance	23120
Monthly Gross	104720
Monthly PF	5280
Annualized Monthly Gross	1256640
PF[Annual]	63360
<b>Annual Gross</b>	<b>1320000</b>
Birthday/Diwali	5000
Lunch	26400
Medical Insurance premium for self & family upto 4 lacs per annum	10429
* ANN_ GRATUITY @ 4.81% of Basic	25397
<b>** ANN_VARIABLE PAY</b>	<b>100000</b>
<b>CTC</b>	<b>1487226</b>

\* Gratuity payment is as per Payment of Gratuity Act

\*\* Variable pay is as per variable payout policy

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