*Via Email Delivery*

May 27th, 2015

**ANKIT SRIVASTAVA**

Bangalore, IN

Dear SRIVASTAVA     ,

ThoughtWorks Inc. (“ThoughtWorks”) is pleased to assign you on a Long Term Assignment to ThoughtWorks Brazil where you will continue your role as Associate Specialist. Your assignment will commence on June 2015 and will not exceed 12 months. Your Host City will be Recife although, ThoughtWorks has a variety of clients and projects across Brazil so you are likely to have varying responsibilities with different Project Managers and team members as needs require. We will always aim to honour your preferences, but you may be assigned for extended periods of time to any of our offices or client locations. As a result, you should expect to travel when called for by ThoughtWorks or our clients.

Your assignment will be subject to your ability to obtain the required entry documents or visas and your acceptance of the terms and conditions outlined in this letter.

The terms outlined in this letter will be in effect for this assignment only and are subject to the terms of the Brazil Mobility Guidelines. ThoughtWorks, in our sole discretion may amend our Mobility Guidelines during your assignment and in the event of a conflict between our guidelines and the terms outlined in this letter, this letter will rule.

**Compensation**

**Base Salary:** Your base compensation will consist of an annual base salary of **INR 1.672.861,68.** Your salary will be delivered via your regular home country payroll into your home country bank account. You will be responsible for your home country tax liabilities.

**Pay Reviews:** Your assignment salary will not be reviewed during your assignment period, except in the event where your assignment extends beyond 12 months. At this point, we will have a pay review discussion with you.

Please note, your home country may continue to review your salary in your absence in line with your regular review cycle however, any pay increases you receive will only apply to your home country salary and will become effective when you repatriate.

**Tax**

Should your assignment result in the need to file a Brazil tax return, ThoughtWorks will authorise you for tax return preparation assistance in the home and host country from the accounting firm, Deloitte Tax LLP, and will pay any host country taxes incurred. Also, should you incur any additional tax liability in your home country as a result of your international assignment; ThoughtWorks will equalise you to your home country. Tax Equalisation is to ensure you do not suffer an additional tax liability or benefit from a tax gain as a result of your international assignment. You will be authorised for a tax briefing with the accounting firm, Deloitte Tax LLP to discuss the home and host country tax implications of your assignment including tax equalisation. Please let your mobility contact know if you would like to take advantage of this.

**Employment Benefits**

**Health Insurance**

* International medical insurance or travel insurance will be provided by your home country for the first month. For the remaining of your assignment, you will be entitled to the standard health plan coverage in Recife (Sulamerica).

**Retirement Fund**

* Your home country retirement plan can continue whilst you are on assignment in Brazil. No retirement obligations in Brazil will apply to you.

**Leave**

* You will remain on your home country policy for annual, sick and personal leave, including their accrual rates.
* Public holidays will be taken in accordance with Recife’s public holiday schedule.
* You will not be eligible to claim time in lieu for any public holidays missed in your home country as a result of your Long Term Assignment.

**Others:**

* SODEXO – Lunch cost to be covered by ThoughtWorks, through prepaid card (Sodexo) on the amount of 20BRL per day (Monday to Friday). While the Sodexo is being processed, the assignee will be able to expense up to 20BRL per day towards lunch.
* BUS PASS – Cab vouchers for the first fifteen (15) days to be used for commuting on work days; for the remaining of the assignment, you will be entitled to a prepaid card to be used on public transportation. This amount will be fully covered by TWBR.

**Relocation Benefits**

**Travel**

* ThoughtWorks will provide flights for you and your immediate family dependents to fly between your current home country and Brazil, Recife at the beginning and end of your assignment.

**Accommodation**

* Company arranged housing for the duration of your assignment with no contribution from the employee.

**Transition Leave**

* 4 days transition leave for the whole assignment period
* Transition leave days can only be taken up to six (6) weeks either side of the start or end date of your assignment. We recommend you split the days between the start and end of your assignment as you will not receive additional days upon repatriation
* To record transition leave use time code: TW Time Off – Non Sick Leave – For Relocation

**Phone & Internet**

* Phone (simple device) and SIM card to be provided by Brazil, under the company's phone plan OR phone budget of BRL40.00 per month for local SIM, phone calls and data via vouchers.

**Fly Backs**

* You will receive 2 return airfare(s) for you and each of your immediate family dependents to use for travel between India and Brazil. These flights are in addition to your flights at the start and end of your assignment.
* Reach out to office manager in Recife to learn how to book the tickets.
* For alternative fly back options and budget details, please refer to the Brazil Mobility Guidelines.

**Move In Expenses**

* You will receive a move in budget of up to R$ 100,00 to purchase essential items that your housing may be lacking. This budget can be claimed via reimbursement on actuals

**Excess Baggage & Shipping**

* You will receive an excess baggage/shipping budget of up to $500 (each way) to be claimed via reimbursement on actuals.

**Bank fees**

* Bank fees involved on international money transactions (considering transferring your salary from your home country to Brazil) can be expensed towards ThoughtWorks.

**Expense Codes**

* Items listed above requiring reimbursement should be claimed against expense code **TW Mobility - Relocation to Brazil - Intl Assignment Expenses**

All employees of ThoughtWorks serve at the discretion of the Management Team, and assignments may be terminated by Management or by you at any time. You are still bound by your original signed Confidentiality Agreement.

We are confident that you will find your assignment both personally and professionally rewarding, and that you will make a substantial contribution to the growth and success of the company.

Sincerely,

**Shana Moraes & Carolina Vieira**

Global Mobility and Immigration – ThoughtWorks Brasil

Ankit Srivastava, please indicate your acceptance of this assignment offer by signing a copy of this letter and returning it to me (via email) at your earliest convenience.

I hereby agree and accept this assignment under the terms and conditions outlined in this letter, of which I have received, read, and understand.

Signature:

Date:

# First Name:

# Middle Initial:

# Last Name: