

## Offer / Appointment Letter

May 10, 2010

Dear Adinarayana M,

It is a pleasure to extend the following offer of employment to you on behalf of **Braintech Global Technologies Pvt Ltd**, further to the interview and discussions you have had with us, you are appointed to the position of **Sr. Software Engineer**. You are expected to join in our organization on or before **June 18, 2010**.

Offer stands canceled in case of any deviations in information or if you fail to report on or before pre-decided date, **Braintech Global Technologies Pvt Ltd** will have to assume that you have not accepted this job offer if we do not hear from you before.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining.

For further clarifications Please find the following addendum.

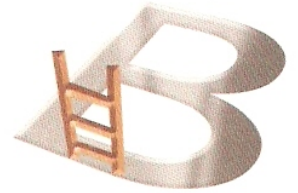
We look forward to an enduring relationship with you.

Yours sincerely,

For Braintech Global Technologies Pvt Ltd,

Sailaja N

Associate Manager – Human Resources.



**5. Probation Period**

You will undergo a probationary period of **6 months**, which may, at the management's discretion, be extended for another **3 months** or a longer period, as deemed necessary.

**6. Termination of Service**

During the probationary period, termination of employment can be effected by either party giving a 2(Two) weeks' notice in writing and without having to assign any reason hereto. Upon confirmation, either party may terminate the contract of service by giving a **1 month** notice or payment in lieu equivalent one **month gross salary**.

**7. Working hours**

The company's official working hours are **9.00 AM to 6.00 PM** from Monday to Friday, and 9.00am to 1.00pm on Saturday. You will be required to work on 2 (Two) Saturdays in a month.

**8. Date of Commencement**

Your date of work commencement is stipulated in the first page. You are required to report on the stipulated date at 9.00 am at the designation office addressed at, **231-1833/24/B, 41<sup>st</sup> Cross, Jayanagar 9<sup>th</sup> Block, Bangalore-69**. You are expected to perform duties and responsibilities as assigned by your superior.

Your appointment is subject to you passing the pre-employment medical examination with the company's appointed panel medical institutions.

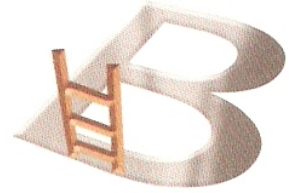
As part of the Company Policy, you are required to sign the Employee Confidential Agreement letter which must be returned to the Human Resources Department upon signing.

Please feel free to revert back to us on any questions about the offer. If you agree with all the terms and conditions, please sign and return this letter to us no later than as mentioned date. We look forward to be working together with you, and we welcome you aboard at **Braintech Global Technolgies Pvt Ltd, Bangalore**.

I have read the Letter of Offer and hereby accept the offer with the above stipulated Terms and Conditions.

Name: *M. Adinarayan*

Date: *10/08/2010*

**ADDENDUM****1. Salary**

Your Annual gross salary is **INR 6, 00,000** per Annum. Periodical salary revision is available thereafter which will be accordance to the company's discretion.

| Salary Head | Per Month (In Rs) | Per Annum (In Rs) |
|-------------|-------------------|-------------------|
| BASIC       | 19180             | 230160            |
| HRA         | 9590              | 115080            |
| CONVEYANCE  | 800               | 9600              |
| MEDICAL     | 1250              | 15000             |
| CCA         | 10549             | 126588            |
| ALLOWANCE   | 8631              | 103572            |
| C.T.C       | 50,000            | 600,000           |

**2. Medical Benefits**

You are entitled for medical benefits which are in accordance to your position level, and in accordance to the company's policy.

**3. Confidentiality**

You shall not, without the consent of the company, reveal, disclose or share information which is deemed confidential and trade secrets by the company to any third party. All assignments and tasks given to you by the company shall be deemed as strictly confidential. You shall not make use of the company's information, tools, materials and property to accomplish other than work-related tasks.

**4. Annual Leave and Public Holidays**

You will be entitled for **12** days annual leave as in accordance with the company's prevailing policy. The annual leaves entitlement changes depending on the number of years of service rendered to the company. Please refer to our Human Resources Department for details of the annual leave entitlement.

As the company observes all the gazette public holidays by the government, you are also similarly entitled for the stipulated public holidays.