



11-Dec-2006

Mr. Steven Marcel Fernandes  
#1656, 18th Main 40th A Cross,  
4th 'T' Block, Jayanagar,  
Bangalore.

LogicaCMG Pvt. Ltd.  
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Off Airport Road  
Bangalore 560 037  
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fax +91 80 4194 3666  
www.logicacmg.com

Dear Steven,

Following your recent interview, I am pleased to invite you to join the professional staff of LogicaCMG Pvt. Ltd, in our Global Service Delivery. You will be appointed as an IT Consultant and your Career Level is PD2. This offer is subject to references satisfactory to the Company and on you presenting a valid Indian Passport.

You will initially be under probation for a period of eight weeks and subject to satisfactory performance during this period, and on successful completion of the eight-week review, you will be confirmed in the services of the LogicaCMG.

The probation period may be further extended at the discretion of the company depending upon your performance during the probationary period and unless confirmed in writing, you will be deemed to be a probationer. Confirmation of services will not result in revision in compensation. In return for your services and commitment, your Fixed Compensation Cost (FCC) will be of **Rs.6,07,000/- per annum**. In addition you will be eligible for Interest subsidy and a performance linked variable pay component as per guidelines thereby making your expected **Total Cost to Company (TCC) as Rs.7,25,700/- per annum**. The annual review will be as per the company's policy.

From the above, contributions to the Provident Fund shall be made at the rate of 12% per annum of Basic Salary and this sum shall be deducted from the amount payable to you. Deductions on account of taxes will be made as applicable. The main terms and conditions of employment follow at the end of this letter.

If you decide to accept this offer please return one signed copy to me, confirming your start date (See item 2 on Statement of Main Terms and Conditions of Employment). Our offer is valid for a period of 2 days and we must receive your acceptance within this period.

Please do not hesitate to contact me or a member of our HR Team if you have any queries regarding this offer on +91 80 4194 0000.

I do hope you will be joining us and I am confident that you will build a challenging, rewarding and enjoyable career with us.

Yours sincerely

Rachna Patel  
Head – Recruitment & Country Resource Manager  
Global Service Delivery