



Hitachi Consulting Software Services India Private Limited  
REGISTERED ADDRESS  
Plot No. 09, Survey No. 115/P  
Nanakramguda Village, Serilingampally, Municipality, Gachibowli  
Hyderabad - 500 032  
India

## OFFER LETTER

To  
**Mr. Raju Chevvakula,**  
**Hyderabad, India**

Dear Raju,

With reference to your application and subsequent interviews you had with us, we are pleased to extend an offer of employment to you as **Manager, Specialized Services 1 (MSP1)** in our **Consulting Division** at Hitachi Consulting Software Services India Private Limited ("Hitachi" or "Company"). Your salary will be as per Annexure – A, subject to revision from time to time based on your performance in accordance to Company norms. In addition, you shall be entitled to the Benefits as summarized in Annexure B. Your terms of offer will be as per Annexure C.

1. As an employee of Hitachi Consulting, you will perform your assigned duties and will maintain the confidentiality of the work assigned to you. You are required to join on or before **18 February 2021**, post which the offer is deemed revoked, unless extended in writing.

2. Your job location will be **Hyderabad**, India. However, based on future business needs, you may be moved to other locations as may be deemed necessary by the management of the Company.

We at Hitachi Consulting are looking forward in having you as a member of our team as we believe that the success of Hitachi Consulting will depend, above all, on the quality of its people.

With best regards

For Hitachi Consulting Software Services India Pvt. Ltd.

A handwritten signature in black ink, appearing to read "Sourav", with a stylized flourish underneath.

**Sourav Prakash Mohapatra**  
**Senior Director, Human Resources**

## ANNEXURE A

Name Mr. Raju Chevvakula,  
Title Manager, Specialized Services 1  
Grade MSP1

All amounts in Indian Rupees

Salary Components	Annual (INR)	Monthly (INR)
Basic	8,83,028.00	73,585.66
Flexible Benefit Plan	15,33,945.00	1,27,828.75
Provident Fund	1,05,963.00	8,830.25
<b>Total Base Salary (A)</b>	<b>25,22,936.00</b>	<b>2,10,244.67</b>
<b>VIP* (B)</b>	<b>2,27,064.00</b>	
<b>Total Target Cash Compensation (TTCC)</b>	<b>27,50,000.00</b>	
<b>Total Target Cash Compensation in words</b>	<b>Twenty Seven Lakhs and Fifty Thousand Rupees Only</b>	

*\* You are also eligible for variable pay under the current Vantara Incentive Plan (VIP); your annual target variable pay is 8.99% of your base salary. This variable pay is paid semi-annually and will be based on Hitachi Consulting's actual performance measured against the relevant period's performance. This performance level may be awarded against a pro-rated portion of your eligible variable pay based on your position and length of employment during the half year. VIP is not guaranteed and any payments awarded are subject to the terms of the current program.*

In addition to the above, you will be eligible for **Leave Encashment** of up to **INR 36,793.00** depending on the leaves availed in accordance with the Company policies.

You will also be eligible for Gratuity in accordance with prevailing law.

Some of the other tangible Benefits, the Company pays the premium for, are:

- Medical Insurance cover for yourself and 3 immediate dependents for INR 4 Lakhs with additional top up available per policy
- Life and Accident Insurance cover for you, each ranging from INR 22 Lakhs to INR 300 Lakhs

With best regards

For Hitachi Consulting Software Services India Pvt. Ltd.



**Sourav Prakash Mohapatra**  
**Senior Director, Human Resources**

Acceptance of Employment Offer



**Raju Chevvakula**

1/7/2021

**Date**

## TERMS OF OFFER

1. This offer is made on the basis that the information furnished to us earlier is true. If at any time it is revealed that the employment has been obtained by furnishing false information or by withholding pertinent information, the company shall terminate your services without any prior notice or payment.

2. Your employment will be subject to the following pre-conditions being met by you:

(i) Obtaining a clear discharge from your present employer

(ii) Providing two satisfactory references, one being from your current employer

(iii) Clearing employment verification check done by Hitachi Consulting in India or its representatives, is cleared

(iv) Obtaining and maintaining a valid work permit from the Government of India throughout your employment. A copy of the work permit needs to be furnished by you on the date of on-boarding, failing which you will not be permitted to join.

(v) Ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer)

3. During the tenure of employment with the Company, you shall comply with all Company policies, processes and procedures, guidelines, rules and instructions including the Company's Business Code of Conduct, Company's Information Security Management System and such other policies as may be modified or changed by the Company from time to time. If you fail to comply with these policies you may be subject to disciplinary action leading to termination.

4. If you are required to travel on domestic or overseas assignments either on training or on project consultation with our business affiliates or clients, you shall execute the necessary Policy Agreement on all such travels. While on on-site assignments in India/ abroad, you will not be allowed to resign from the services of the company. In the event of absenting your self without leave, the company will notify the concerned High Commission/ Embassy of the country whose visa you may be holding and declare you as absconding.

5. You will not enter into an agreement, commitment or dealing on behalf of the company or its business associates without the prior written approval of the management. In case any such understanding is entered into without the consultations of the management, you will be completely responsible for it at your own risk.

6. During the period of your employment and for a period of twelve (12) months thereafter, you shall not directly or indirectly,

(i) consult with or render services or products similar to those being offered, developed, licensed or marketed by the Company for, or

(ii) solicit business from or call upon, for the purpose of soliciting, serving or selling such services or products, to any entities or individuals that are (a) clients/ service providers of the Company as of the date of termination of your employment with the Company ("Termination Date") or are bona fide prospective clients to which the Company has made a formal proposal or presentation, in each case if you performed or supervised the performance of any services for, or participated in the solicitation of, such client or prospective client at any time within the twelve (12) months preceding the Termination Date, or (b) in competition with the Company's business or part of its business.

7. In the event of your getting nominated on any special training programme(s), specific to project/ product/ technology/ management, which the company considers as vital in adding value to your professional skills, you will be required to submit a Special Declaration that you shall serve the company for a period of at least one year from the date of completion of such training. During such periods as mentioned above, should you choose to resign or sever your employment with the company, you shall be liable to pay the company an amount indicated in the Special Declaration towards damages on account of cost incurred by the company on training and loss of opportunity sustained by the company, in addition to any other dues.

8. If you wish to resign from the company, you are required to give (90) Ninety days written notice after probation. You will not be allowed to adjust the accrued leave against the notice period. The resignation shall be accepted only on your fulfilling the terms of the undertakings given by you during the course of your employment. The notice period is governed by the company rules and is subject to change with immediate effect based on the company policies from time to time. All employees need to serve a notice period of 90 days.

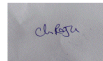
9. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

10. Should all or any of the above conditions not be met for any reason whatsoever this offer will automatically lapse and be of no force and effect whatsoever. In that event no employment relationship will have been entered into between you and the Company.

**DECLARATION:**

I agree and accept employment on the terms mentioned in this offer. I further understand and acknowledge that my employment is contingent on my executing the **Employment Agreement and the Employee Agreement Regarding Confidentiality, Intellectual Property, And Non-Solicitation** with the company, the terms and conditions contained therein will be deemed to be a part of the employment terms and conditions.

Signature:



Name: Raju Chevvakula

Date:

1/7/2021

## General Instructions / Check list

On the day of joining, please report by 9:30 am at the below mentioned address and meet the concerned person.

### Hitachi Consulting Software Services India Pvt. Limited

Plot No: 9, Survey No: 115

Nanakramguda Village,

Serilingampally, Hyderabad

## DOCUMENTS THAT YOU NEED TO SUBMIT AT THE TIME OF JOINING

(The documents/material requested in the Checklist is mandatory and has to be carried along with you on your date of joining us)

- Copy of certificates of any other computer related courses done.
- PF Account Number, Bank Account Number
- Adhaar number or Adhaar enrolment number
- Photo copy of all 36 pages of your passport (With ECNR Stamping)
- Latest Photographs with plain white background: 2 Stamp size; 6 Passport size

Signature



Name Raju Chevvakula

Date

1/7/2021