



APPOINTMENT ORDER

July 31, 2006

Mr. Dilip Kumar
Employee No. INM0671737

Dear Dilip,

With reference to your application and subsequent interviews, we are pleased to appoint you as '**Software Engineer**' in our organisation with effect from **July 31, 2006**. The appointment is subject to the following terms and conditions:

1. Your compensation details are enclosed in Annexure.
2. You will be on probation for a period of **one year** and on satisfactory performance you may be confirmed in the regular cadre of the company.
3. The normal weekly working days are from Monday to Friday (9:00 am to 6:00 pm). Lunch break duration is 60 minutes.
4. Though you have been engaged for specific position, the company reserves the right to determine the type and range of work you may be subsequently called upon to perform. Your initial place of posting is Bangalore. However your services can also be transferred to any offices of the company at different locations in India or abroad.
5. You will not accept any employment, part-time or otherwise, without the written permission from the Chief Operating Officer of the company authorising you to do so.
6. You will be required to retire from the company's service on the last working day of the month following your attaining the age of 58 years.

A handwritten signature in blue ink, appearing to read "Dilip Kumar".

Huawei Technologies India Pvt. Ltd.

Regd. Off. : Level - 3, Leela Galleria, The Leela Palace, No. 23, Airport Road, Bangalore - 560 008, India
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7. Any matters relating to company's affairs or its clients is proprietary information, and should not be discussed by you with competitors or unauthorised persons. You must obtain prior permission in writing or otherwise from the management before disclosing such information.
8. (a) During the probationary period the appointment is terminable either by the company or by you giving one month's notice in writing or payment of one months gross salary in lieu thereof.

(b) Following your confirmation, either party may separate by giving two months notice in writing. The Company reserves the right of giving two months gross salary in lieu of notice. The company can terminate your service if found unsatisfactory due to serious derelictions of duty which are prejudicial to the interest of the company.
9. Before separation, you must return to the company property of the company in your possession including I.D. Card, briefcase, manuals, reports, technical documentations, floppies, correspondence etc.
10. This appointment stands valid only if the following criteria are fulfilled:
 - Clearance of the pre-employment medical test
 - Securing minimum 70% Aggregate marks
 - Submission of copy of all marks card and provisional degree certificate on or before 15th September 2006.

Please return the duplicate copy of this letter duly signed by you as a token of your acceptance of the above terms and conditions.

We look forward to your long and prosperous career with Huawei Technologies India Private Limited.

Yours sincerely,
for Huawei Technologies India Private Limited,

A handwritten signature in blue ink, appearing to read "L. Pius Maria Prasad".

L. Pius Maria Prasad
Senior Manager –Human Resources



Annexure

Name: Mr. Dilip Kumar

Position: Software Engineer

Annexure		
Compensation Components	Amount in Rupees	
	Per Month	Per Annum
Fixed Pay		
Basic + DA	8670	104040
Flexible Benefits Packages (FBP)	14600	175200
Retirals – Employer’s Contribution (PF-12% of Basic & Gratuity- 5% of Basic)	1480	17760
Conveyance Allowance	1000	12000
Lunch Coupons	1000	12000
Total of fixed Pay (A)	26750	321000
Other Benefits (B)		
Hospitalisation medical insurance premium payable per annum (For a coverage of Rs.1 lakh for individual and Rs.2 lakhs for family) & Personal accident insurance premium payable per employee / per annum (For a coverage of Rs.10 lakhs)		2500
Total Cost to Company (A+B)		323500
Note: In addition to the above compensation, you are eligible for a Performance Bonus (Range: Rs.30,000 to Rs.1,00,000) based on your performance during the probation period and is payable at the time of your confirmation.		