



February 20, 2013

Private and Confidential

Mr.Sarab Chandra Mouli,

Dear Mr.Sarab,

With reference to our discussions, we are pleased to make you an Offer of Employment for the position of Junior Account Manager in Marlabs Software (P) Ltd. As we endeavor to expand our business horizons, we are keen to have you on board and we hope that you will contribute significantly to the company's growth.

Your gross compensation including salary, reimbursements and benefits per annum will be Rs.5,00,000/- (Rupees Five Lakhs Only). Your salary is subject to income tax and other statutory deductions, as per the prevailing laws. A detailed break-up will be provided in the Letter of Appointment that will be given to you at the time of joining

You will be on probation for a period of 6 months from the date of joining. A formal review of your performance will be done as per the Company's Policy for confirmation. You will be entitled to 24 days of leave per year as per the Company's Leave Policy.

At the time of joining the company, you will be required to sign and abide by the Employee Agreement and policies of the company. You are requested to submit the following documents at the time of joining.

- Relieving Letter from your current / last employer
- Last Salary Slip / Copy of Appointment Letter / Letter of Confirmation/ Promotion, from your current / last employer giving your current compensation details
- Copies of Experience Certificates from current and previous employers
- Copies of Degree Certificates, Marks Sheets (Class X onwards) and Training Certificates
- Copies of Form 16 / Form 16A from your Current / Previous Employer (as applicable)
- Photographs of your parents / spouse / children - 1 each (whom you would like to be covered under the Marlabs' Insurance Scheme for employees and their dependents).
- Copies of Relevant Pages of your Passport.

The originals of all documents mentioned above are required to be given at the time of joining for validation purposes. The same will be duly returned to you immediately upon validation. The offer of employment is being given on the premise that the documents submitted are true. In the event, if there has been a misinterpretation of facts, the offer of employment shall be withdrawn with immediate effect

By signing this letter of offer of employment, copy of which you will return to us, you accept the general terms specified in this letter, the compensation package and employment with Marlabs. Please indicate your probable date of joining us. This offer is open for your joining Marlabs till March 11, 2013.

We take this opportunity to welcome you to Marlabs and we are confident that you will have a rewarding career with us.

Yours truly,
For Marlabs Software (P) Ltd.,

Accepted By

Smitha M T
Senior Manager - HR

Name
