

You have been appointed based on all the credentials / information submitted/provided by you. The Company reserves the right to carry out such background checks and antecedent verifications on you, as it may deem necessary. If during the course of such background verification, it is found that the credentials/information submitted/given by you is false or will not allow you to perform your duty effectively, the Company at its sole discretion shall terminate your employment without any notice.

- II. **Posting:** During the course of your employment with us, the Company reserves the rights to relocate you to any of our other offices or to any office of our group/sister/affiliate concerns whether existing as on date or that may come into existence on a later date, in any location throughout the world and you shall comply to the same. You may also be required to work out of any office of the Company's customers / clients during the period of your employment. You shall always abide by the rules and regulations applicable at the place that you work in.
- III. **Training:** The Company may identify training needs that will improve your skills and your ability with a view to enable you contribute better for the Company and provide such training at Company's cost. The training could be either classroom and / or on-the-job. The duration of such training would be purely based on business requirements and will be determined by your immediate Manager. You agree that the Company has agreed to incur the cost on the expectation of having your services for a reasonable period of time after such training. In such cases, you agree that it is fair and equitable for the Company to take at its discretion, an undertaking from you that you shall not leave the services of the Company for a period of two years from the date of completion of such training and in case you commit any breach of such undertaking the Company shall be entitled to seek appropriate remedies/damages against you. The cost will be actuals or six months of your gross salary whichever is less.
- IV. **Probation / Confirmation:** You will be on probation for a period of six months from the date on which your appointment comes into effect. The Probation period may be extended, based on your performance for a further period of three months or more at the sole discretion of the Company. Upon satisfactory completion of your probation, you shall be intimated in writing regarding your confirmation of services in the Company. Unless given in writing of your confirmation of services, your services with the organization shall be deemed to be on probation only. Your appointment/services with the organization shall be liable for termination with fifteen day's notice or payment in lieu thereof and also without assigning any reason whatsoever, at any time during your probationary period.
- V. **Duties and Responsibilities:** You shall be informed about your roles and responsibilities by your reporting authority on the date of your joining and the Company reserves its rights in assigning additional or alternate duties and responsibilities as it may think fit from time to time during your employment with the Company which you are expected to fulfil with high degree of competence, diligence and in accordance to the Company's rules and regulations.

E. Tharun Kumar