

Terms and Conditions:

In the event of your leaving the services of the company, it is required by the company that you give two months advance notice of your resignation and serve the company for two months (notice period). Any project/work that you are working should be fully transitioned/transferred to the satisfaction of the company.

In the event of you serving a shorter notice, you shall compensate the company to the tune of the salary for the un-served shortfall in notice period. Payment of compensation as discussed above for the un-served shortfall in notice period shall not entitle you for automatic relievable. The Manager and the management make the relieving on the basis of completion of transition/transfer of work and responsibilities as decided.

In the event of the company terminating your services the company shall give two months advance notice or pay two month's salary

During the notice period you will be paid half salary and the balance will be paid along with the Full and Final settlement.

For the purpose of this provision, the words transition/transfer shall mean to include providing training.

No leave shall be taken during this notice period. In case of such utilization of leave, the notice period to be served shall be extended the number of days so utilized.

Salary for the purpose of this provision shall mean and include the monthly gross salary including all allowances.

- You are required to sign all Confidentiality Agreements of India Comnet International.
- You are required to present all the relevant documents stated in your resume and annexure to this letter, failing which the above offer will automatically stand cancelled.
- This is a position of continuous responsibility and does not entail payment of over time.
- You will devote the whole of your time, attention and ability of the business of the company and will observe all rules and regulations that are applicable from time to time. You will not accept part time or otherwise or will not be interested directly in any business activities likely to compete with those in which company is interested.
- As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm or company.
- Thereafter, in the event of your ceasing to be on company rolls, you will not divulge to anyone, any technical data or information of confidential nature concerning the company or its associates and their products and services and customers which may come within your knowledge during your association with the company.
- The company reserves the right to alter and modify any of the conditions mentioned above or which may arise in future.

S. Kamale Kannan
20/3/2009