



Date: 16-Jun-17

To,

Ambar Kumar

104/11, 30th Cross Street, Besant Nagar, Chennai-600090

Dear **Ambar**,

This has reference to the discussion you had with us about joining PRIMUS Global Technologies. We are pleased to offer you the position of **IN-SIs Supt Mgmt Coordinator II**. You will be deputed at Client (**Hewlett Packard**). Please accept our heartiest congratulations. We welcome you to the **PRIMUS** team.

We would like to share with you some company practices and policies, to familiarize you with our organization.

1. Emoluments & Perquisites

Your Salary Compensation will be Rs. **1,85,352/- Cost to Company (Rupees One Lakh(s) Eighty Five Thousand Three Hundred Fifty Two Only) Per Annum**. The Break-up will have the following Components:

- Basic Pay
- Medical Allowance
- Other Allowances

28/2 Siddapura
Whitefield Main Road
Bangalore - 560066
Ph: +91-80-3346-6500

Vaishnavi's Cynosure, Suite 5A
2-48/5/6 Old Mumbai Hwy
Gachibowli, Hyderabad - 500032
Ph: +91-40-4201-6500

2. Working Hours

- Your working hours will be determined by the client.
- Client has the discretion to regulate working hours from time to time

3. Leave Policy

- You would be eligible for 18 days of Casual Leave and 12 days of Sick Leave in a Calendar Year and statutory holidays.
- Leaves can only be availed upon prior approval.
- Leaves accumulated can be carry forward

4. What we expect from you

We hope that you will devote your full time and attention in carrying out the assigned work activities honestly, faithfully and diligently keeping in mind at all times the Company's interest and progress. We expect that you will not engage in or do any other business or render any profession service either on full time or part time basis.

We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. Approved timesheets should be sent to PRIMUS to avoid discrepancy in payroll. We expect that you will not act in any manner, which may tend to be prejudicial or detrimental to the reputation and standing of the company. On your joining day, we expect you to sign and execute a confidentiality agreement with Company.

5. Termination

We hope your association with us will be a very long one. However, if Company is to decide, the appointment may be terminated by 15 days notice or Client Notice, Whichever is lesser. If an employee decides otherwise, one month notice or Client notice whichever is higher needs to be served. If the client is unsatisfied with your performance, client notice period will supersede PRIMUS notice period. Two days of unauthorized absenteeism will lead to immediate termination from assignment / project.

The appointment is subject to your producing a release letter from your present employer, or a statement from you that you are not employed at the time of accepting this offer, whichever the case may be. It is also subject to your accepting to abide by the Regulations and Guidelines of the Company. We reserve the right to amend the terms and conditions of this appointment to suit new circumstances. Please sign and return the duplicate of this letter in token of your accepting the appointment, at the same time indicating the date of your joining, which shall be no later than **21-Jun-17** else treat the offer as withdrawn.

Sincerely,

For PRIMUS Global Technologies Pvt Ltd.

Chandra M Kanuru
Director Staffing & Operations

Read & Accepted

Signature _____

Date: _____

Date of joining: _____

Ambar Kumar

Employee CTC	Per Month Rs.	Per Year Rs.
Earnings		
Basic	8300	99600
Statutory Bonus	691	8297
other Allowance	4422	53067
Gross	13414	160963
Deductions		
Professional Tax	183	2196
PF - Employee Cont	996	11952
ESI	235	2817
IT*	0	0
Total Deductions	1414	16965
Take Home	12000	143998
PF Employer	996	11952
ESI - Employer Cont	637	7646
Gratuity	399	4791
Annual CTC	15446	185352

* Income Tax Applicable as per Government Rules