



Global Technology • www.sungard.com • + 91-20-6729-1000 Office • 91-20 6729-1999 fax

JR03796/P/NB/23-Jun-2016

To:

**Ankit Kumar,
Pune.**

Subject: Offer of Employment

Dear Ankit,

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Senior Engineer - Product Development
Location	Full time at Pune
Probation Period	Six Months
Notice Period	Two Months
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	27 June 2016

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 56,648
Performance Bonus	: Rs. 70,223
Annual Total Cash Compensation	: Rs. 750,000
Total Remuneration	: Rs. 831,845

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

SunGard Solutions Software (India) Private Limited

Wing 4, Cluster D, Plot No.1, S.No.77, MIDC Kharadi Knowledge Park • Pune 411 014 • India

Registered Office: Upper Ground Floor to 7th floor, Westend Center One • Survey No. 169/1, Sector II • Aundh • Pune – 411007 • INDIA

CIN: - U72200PN2007PTC130426



Global Technology • www.sungard.com • + 91-20-6729-1000 Office • 91-20 6729-1999 fax

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

As an employee of SunGard, you are also required to read SunGard's Global Business Conduct and Compliance Program, which will be provided to you upon joining. You will be required to sign the Annual Certification for the same every year.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

We will be required to conduct pre-employment background and reference checks as a condition to the offer of employment to you and this offer is subject to successful clearance of these checks.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Saji Daniel
Director – Human Resources

*I, **Ankit Kumar**, hereby agree to the terms and conditions stated above and will join on or before **27 June 2016**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

Sign:

Date:

ANNEXURE – A

Name	Ankit Kumar
Designation	Senior Engineer - Product Development

Compensation Breakup:

ANNEXURE - Compensation and Benefits		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	22,700	272,400
House Rent Allowance	9,080	108,960
Flexi Benefit Plan [^]	22,144	265,729
Employer's contribution to Provident Fund @ 12% of Basic Salary	2,724	32,688
TOTAL FIXED PAY (A)	56,648	679,777
PERFORMANCE BONUS (B) *		70,223
ANNUAL TOTAL CASH COMPENSATION (A+B)		750,000
ANNUAL BENEFITS (C)		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	13,096	
Premium paid by the employer for Insurance ^{**}	18,749	
Tuition Assistance Program (TAP)	50,000	
BENEFITS	81,845	
TOTAL REMUNERATION (A+B+C)	831,845	

[^] Please refer to FBP Policy for details.

* The performance bonus/incentive paid includes the amount of statutory bonus payable under The Payment of Bonus Act, 1965",

** Please refer to the Insurance Policy document for details

Taxes and other statutory deductions/payments as per applicable law.

Your compensation can be restructured at any time protecting Total Remuneration.

All salary components are governed by the company policies and statutory guidelines.

This salary annexure is strictly confidential and must not be discussed with anyone other than your Reporting Manager

SunGard Solutions Software (India) Private Limited

Wing 4, Cluster D, Plot No.1, S.No.77, MIDC Kharadi Knowledge Park • Pune 411 014 • India

Registered Office: Upper Ground Floor to 7th floor, Westend Center One • Survey No. 169/1, Sector II • Aundh • Pune – 411007 • INDIA

CIN: - U72200PN2007PTC130426