

August 21, 2019

**Nadeem Abbas**  
8/3/237,  
Krishna Nagar, Yousufguda,  
Hyderabad-224122

Dear **Nadeem**,

We are delighted to offer you a position as **Senior Associate, Platform Level 1** with Sapient Consulting Private Limited ("Sapient").

Sapient will provide you with a total compensation package that consists of your base salary, statutory retirement benefits.

The Total Cost to Company offered to you is INR **1,600,119/-** which includes the following:-

- An annualized base salary of INR **1,511,200/-** (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.  
(Please refer to Annexure "B" for details)

Your anticipated start date will be **October 16, 2019**. You will be on probation for a period of 6 months from the start date of your employment. Your home office would be in **Gurgaon, India**.

In addition to your salary, you will be entitled to:

- Receive a Sign on bonus of Rs 50000/-. You will receive this signing bonus, less all taxes owed, you would be receiving the same by the second payroll cycle. You agree that you will repay this bonus in full if you leave voluntarily, or if you are terminated by Sapient with cause, before 18 Months of your employment.
- Receive one time Relocation Allowance and other applicable benefits at the discretion of Sapient in accordance with the Sapient India Domestic Relocation Policy as amended from time to time.
- Participate in the Sapient's health care and life insurance scheme.

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

We are looking forward to your joining us. Our top priority is to employ individuals, like you, who can use their business knowledge and creativity to add value to Sapient and its clients. We are sure that you would find life with Sapient to be motivating and challenging

**Sapient Consulting Private Limited**  
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