



Informatica

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Wednesday, September 25, 2019

Nikita Das  
Flat no. 306, Satyam Apartments, 1/2 Rameshwar Malia 1st Bye Lane,  
Near Rani Sati Digital  
Howrah, WB 711101

Dear Nikita,

I am pleased to invite you to join the Informatica team (IND Informatica Business Solutions Pvt Ltd). As the leader in Enterprise Cloud Data Management we need experts like you to be the champions of our customers data-driven digital transformations.

Please find below your Offer details:

- **Position:** QA Engineer
- **Business Title:** QA Engineer
- **Manager:** Mathew Kovoov, Director, QA Engineering
- **Work Location:** Bangalore, India
- **Start Date:** October 14, 2019
- **Compensation:** You will be paid an annualized base salary at the rate of Rs.900,000.00, less applicable taxes and deductions, in accordance with the Company's normal payroll processing.
- **Probation Period:** You will initially be on probation for a period of 6 months from the date joining. Subject to your satisfactory performance and your suitability, the company at its sole discretion shall confirm your services. Until and unless your services are confirmed in writing, it is deemed that you continue to be on probation.
- **Corporate Bonus:** An annual bonus of up to 10% of your base salary, contingent on meeting both company and individual goals in accordance with the Corporate Bonus Policy.
- **Cost to Company:** Your base salary together with the above performance-related bonus, and all related contributions (PF, Gratuity, Medical Insurance) enables you to earn potentially up to Rs.1,066,258.00.
- **Notice Period:** Notice period for resignation by either party is One (1) month, or basic salary in lieu thereof. The Company may, at its absolute discretion, waive the notice period that is required to be given by you. The above does not apply for termination due to involvement in criminal offense, any act involving moral turpitude & violation of the Company's Code of Conduct, Terms & Conditions and policies laid down in the Employee Handbook. During the period of probation, notice period for resignation or termination by either party is One (1) week, or basic salary in lieu thereof. The Company may, at its absolute discretion, waive the notice period that is required to be given by you.
- **Time Off:** Informatica offers paid annual vacation in accordance to local requirements in addition to public holidays

This offer is conditioned upon the following items:

- Your written acceptance of the offer letter and the Confidentiality, US Export and Intellectual Property Agreement (CIPA).
- There are no restrictions or limitations on your ability and right to work for Informatica or to work in the data integration and management technology space by any agreements with or obligations to your current employer or previous employers.
- Completion of a satisfactory background check and reference checks.

After reading this offer letter, and the enclosed CIPA, indicate your acceptance to join our team in the career portal. Within the next few days, you will receive directions to login to our Workday Onboarding Portal to upload a signed copy of your offer letter, complete the CIPA, and any other required offer acceptance documents.

This offer is valid for 72 hours, after which time this offer shall lapse.

On your start date, you will spend the first few hours of the day in new hire orientation to help get you acclimated to Informatica. You will be receiving more information about this session, as well as a detailed agenda, from your onboarding coordinator closer to your start date.

On behalf of the Company and our entire team, welcome to Informatica IND Informatica Business Solutions Pvt Ltd. I look forward to working with you to unleash the power of data.

Sincerely,



Eric Brown  
Executive Vice President and Chief Financial Officer

I, Nikita Das, have read and understand the terms in the letter and agree to accept the offer.

Nikita Das.

Signature

30/09/2019

Date