

NTT DATA Information Processing Services Private Limited*(Formerly known as Dell Business Process Solutions India Private Limited)*

Plot No.7, Sector 144 & 125

Noida - 201306, Uttar Pradesh, India

Date: December 23, 2019**Ram Prakash Singh**
Delhi
India**LETTER OF APPOINTMENT**Dear **Ram Prakash,**

Congratulations! We have pleasure in making an offer to you for the post of **Software Development Senior Specialist-Noida**. We expect you to join the company on or before **December 23, 2019**. You will be a part of the NTT DATA Information Processing Services Private Limited, ("NTT DATA") legal entity.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us!

The other terms & conditions of your service are attached in the annexures.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,

Akshay Kumar**NTT DATA**

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CIN : U72900KA2011PTC060769 | www.nttdataservices.com

**Regd. Office : NTT DATA Information Processing Services Private Limited, 123, EPIP Phase II, Whitefield Industrial Area,
Bangalore, Karnataka 560066, India**

Compensation and Benefits

Name	Ram Prakash Singh		
Designation	Software Development Senior Specialist	Grade	9
Joining Date	December 23, 2019	Location	Noida
Group 1		Per Month (in Rs)	Per Annum (in Rs)
Basic Salary You will be paid a Basic Salary of		53333	639996
Group 2 (Allowances)			
The Flexible Compensation Plan (FCP) includes: • House Rent Allowance • Leave Travel Allowance • Children Education Allowance • Children Hostel Allowance • Professional Development Allowance • Meal Pass • National Pension Scheme • Fuel & Maintenance* • Special Allowance		71040	852484
Group 3 (Deferred Benefits / Retirals)			
Provident Fund (12% of Basic Salary) Employer's Contribution		6400	76800
Gratuity (4.8% of Basic Salary) Contributions shall be made by the Company as per the provisions of the payment of Gratuity Act 1972.		2560	30720
Total Fixed Compensation		133333	1600000

Variable Pay

Additionally, you will be eligible for a discretionary variable incentive pay in accordance with the terms and conditions of the applicable plan assigned to you based on your job and business unit.

* You can claim Fuel and Maintenance reimbursement as per the government guidelines. This will be derived from the existing Special Allowance component. The reimbursement is applicable only for four wheelers. Unclaimed Allowance will be taxed and paid as Special Allowance.

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Medical and Insurance Benefits**Hospitalization Insurance**

You are covered under the Group Hospitalization Insurance Policy which covers self and eligible dependents for a maximum benefit of **INR 3, 50,000**.

Personal Accident Insurance

You are covered under the **Personal Accident Insurance** for self as per Company policy.

Group Life Insurance Scheme

You are covered under the **Group Life Insurance** for self as per Company policy.

Other Benefits**Discretionary Advance against Salary**

On confirmation, you will be eligible for discretionary salary advance upto a maximum of six (6) months basic salary for taking care of any medical emergencies for self and family members, as per the Company policy.

House Deposit Advance

You are eligible for house deposit / advance upto a maximum of 10 months' rent or 6 months HRA or actual advance payment whichever is lower, as per the Company policy.

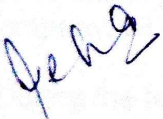
Salary Advance

On confirmation, you will be eligible for salary advance up to a maximum of one (1) month gross salary for taking care of any personal emergencies for self, as per Company policy.

The above are subject to the policies of the Company, as applicable from time to time.

Yours sincerely,

FOR NTT DATA Information Processing Services Private Limited



NEHA GUPTA

DIRECTOR - TALENT ACQUISITION