



Strictly Private & Confidential

17. NON-COMPETE CLAUSE

For a period of 12 months after the termination of your employment, you must not be employed or engaged (in any capacity) by a customer of EPAM on whose account you worked during your employment with EPAM in the last 12 month before termination of your employment.

18. RETIREMENT

You shall automatically retire from the services of the Company on attaining the age of 65 years and shall have no claim to be continued in the services of the Company thereafter.

19. COMPENSATION STRUCTURE

The Company may, at any time, review and/or restructure the compensation package. Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You are requested to report for duty formally on or before **May 02, 2024 at 9:30 AM**. The joining will be Virtual and you will receive a Welcome email from the Onboarding Team 1 day prior to your joining.

You are requested to submit a soft copy of all the below mentioned documents. All the soft copies of these documents are mandatory to submit on the day of your joining:

- Certificates in proof of your educational qualifications (Graduation, Post-Graduation)
- Address and ID proof (Passport, Aadhaar & PAN)
- Two passport size Photographs (the background should be white)
- Resignation acceptance/Relieving/ Experience and Offer Letters of all the previous employers
- Resume



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ANNEXURE

Name of the Associate : Sampath Gowda

Designation : Solution Architect I [B1]

Components	Amount in INR / Annum	Amount in INR / Month
Basic	1285200	107100
HRA	514080	42840
Other Allowances	2484708	207059
Gross	4284000	357000
PF – Employer's Contribution	154224	12852
Gratuity	61788	5149
Fixed Compensation	4500000	375000
Cost to company	4500000	375000