

Offer Letter

25/07/2011

Mr. Sandeep Singh R
Employee ID No. EM11012
#10/11, 3rd Cross, KEB Road,
Soudhamini Layout,
Konanakunte Bangalore-560062

Dear Sandeep Singh R,

We are pleased to offer you a position as a as **"Member Technical Embedded"** with **"Apsis Solutions"**. You will be required to report for work on or before Monday the **1st of August 2011** up to which date this offer is valid. Your total employment Cost to Company will be **Rs 36000/-**-(Rupees Thirty Six Thousand Only) per annum, effective from your date of joining the Company.

Based on performance, you will be eligible for annul incentives as per the Company norms. You would be on probation for the first Six months after which, based on your performance your services would be regularized. In case your performance is not satisfactory your probation period will either be extended by Three months or you might be requested to leave the organization.

You are required to submit:-

- A copy of the relieving letter from your previous Organization(if any) mentioning the cause of separation on your date of joining;
- 10th Std Original Marks Card
- 12th Std Original Marks Card
- Original Final Semester Marks Card and
- Original Degree Certificate

Your employment with the company and continuance thereof is subject to your successful reference check & medical fitness. In case you fail to meet any of the above, this offer will be deemed cancelled with immediate effect.

You will be governed by all the rules and regulations of the company in force and as applicable from time to time.

Wishing you a great career and growth options with Apsis Solutions.

Yours Sincerely,
For Apsis Solutions



Shailendra Shukla
General Manager - Admin

APSIS SOLUTIONS

281, Konunkunte, Near: Appayanna Layout,
Kanakpura Main Road,
Bangalore - 560 062.

*Kindly sign on the duplicate of this letter and return to the HR

Letter of Appointment

Mr. Sandeep Singh R
Employee ID No. **EM11012**
#10/11, 3rd cross, KEB Road,
Soudhamini Layout,
Konanakunte, Bangalore-560062

1-08-2011

Dear **Sandeep Singh R,**

Welcome to Apsis Solutions.

We are pleased to issue this appointment letter to you for the post of **"Member Technical - Embedded"** with Apsis Solutions.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as Member technical embedded will commence on **Monday 1st of August 2011.**

As "Member Technical - Embedded", you will be entitled to an annual starting remuneration of **Rs 36,000/-** (Rupees Thirty Six Thousand Only) per annum which indicates cost to company (CTC). You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at Apsis Solutions is dependent on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatsoever decided by the management.

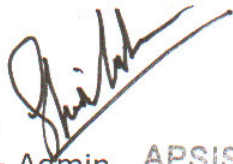
You shall receive your payment on or before 5th of every month. Leave and other company policies are available in the Apsis Solution's Hand Book. These policies are reviewed and updated in the hand Book from time to time by the management of Apsis Solutions for your benefit.

Please furnish the documents as requested in the offer letter at the earliest.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Apsis Solutions on the given date.

We are looking forward to working with you.

Yours Sincerely,



Shailendra Shukla
General Manager - Admin
For Apsis Solutions

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Service Regulation Letter

Mr. Sandeep Singh R
Employee ID No. **EM11012**
#10/11, 3rd cross, KEB Road,
Soudhamini Layout,
Konanakunte, Bangalore-560062

2-07-2012

Dear Sandeep Singh R,

Based on a review of your performance as "**Member Technical Embedded**", we are pleased to inform you that effective **Monday the 2nd of July 2012** your service will be regularized as "**Design Engineer**" **Embedded**. In line with this, you will now be eligible to participate in the employee benefit schemes and will be governed by the company policies as published from time to time.


Also note that your compensation has been revised to INR Rs. 1, 08,000/- (Rupees One Lakhs Eight Thousand Only) per annum.

In addition to the above mentioned Annual Gross compensation, your position will carry a potential variable component called as performance Driven Pay (PDP). The quantum of PDP will be determined based on criteria such as Individual Performance, Team & Company performance and the final payout will be at the sole discretion of the company.

Kindly note that your compensation is unique to you and should be kept confidential. Looking forward to a long and mutually beneficial association.

Yours Sincerely,
For Apsis Solutions

Shailendra Shukla
General Manager


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Relieving Letter and Experience Certificate

1/10/2012

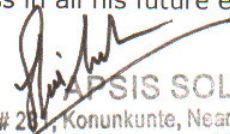
This is to certify that **Mr. Sandeep Singh R, Employee ID. EM11012** was a full-time employee of this organization from **01/08/2011** to **31/09/2012**.

He resigned from the services due to personal reasons and at the time of his resignation, he was designated as **"Design Engineer-Embedded"**

During his tenure, he had contributed to the growth of this organization and we wish to place the same on our records.

We wish him success in all his future endeavors.

For Apsis Solutions



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Shailendra Shukla
General Manager - Admin