



**Mindtree**

*Welcome to possible*

Registered Office Address: Mindtree Ltd.  
Global Village, RVCE Post, Mysore Road,  
Bengaluru-560059, Karnataka, India.  
Corporate Identity Number (CIN): L72200KA1999PLC025564  
E-mail: info@mindtree.com

**October 21, 2015**

**Vittal Kamkar**  
**Employee No: M1020535**  
**Mindtree Ltd**  
**Bangalore, India**

Dear Mr. Vittal Kamkar

**Subject:** Your Employment Terms and Conditions in Netherlands

We are pleased to inform you that you are being transferred on assignment to Netherlands beginning November 16, 2015 under the following terms and conditions:

**1. Work Location Duties:**

You will be assigned to work at Netherlands. The details of your job are outlined on our work permit visa petition filed on your behalf. During this assignment, you will at all times remain an employee of the company.

**2. Your Compensation:**

You will be provided with an Annual Gross of EUR 39,792 per annum. Mindtree would bear all Visa and Ticket costs.

We will continue to pay social security contributions in India. Since you are deputed to Netherlands for a limited period of time from your Indian employer and continue to work for him under your Indian employment contract, we assume that you will not be subject to the social security legislation of Netherlands. Therefore we will not pay Social security contributions for you in Netherlands unless otherwise instructed by the Netherlands authorities.

**3. Health Insurance Cover:**

Your health insurance will be taken care of by Mindtree Ltd. You are required to furnish adequate details for getting enrolled to HDFC Chubb Insurance Company Limited.

**4. Service Conditions:**

While on assignment abroad, you will observe and respect the rules and regulations with regard to working hours, discipline and work norms as applicable to Netherlands. You will devote yourself exclusively to the business of the Company. You will not take up any other work, part-time or otherwise, remuneration or not.

**5. Leave:**

You will be entitled to take leave as per the leave policy published in our Intranet (PeopleNet)

**6. Confidential Information:**

You will not, at any time, without the consent of the Chairman of the company, disclose or divulge or make public, except under legal obligation, any information regarding the company affairs, administration or development research carried out whether the same may be confided to you or become known to you in the course of your assignment.

**7. Status of residence in Netherlands**

You shall not seek any change in status of residence in the Netherlands and shall be required to return to India on completion of your assignment. You shall not, under any circumstances, participate in any activity that would bring about conflict with the Company's interests or any authorities in Netherlands.

Should there be any violation by you, of the laws of Netherlands, you will bear all costs in connection with the consequences that may arise out of your action. The company's decision in this regard will be final and binding.

**8. Termination:**

You will be required to return to India on completion of your assignment. Your employment with the company may not be terminated while you are in Netherlands. If you wish to terminate your employment with the company, you are required to return to India and provide a notice period of 8 weeks.

**9. Assignment Completion:**

It is important for you to realize that the company has spent substantial amount of monies & efforts in obtaining your visa, attorney expenditure, travel & relocation etc. Hence you are requested to remain until the completion of all your project assignments.

In the event, an employee wishes to terminate his/her services, he /she is required to complete the full relieving & handover formalities and give a minimum of 8 weeks' notice so that a suitable replacement can be made available.

Yours sincerely,



**Ashwini Nagabhushan**  
**Manager - Immigration**



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**To Whom It May Concern**

We herewith confirm that we hereby authorize NOVA Relocation to take care of the application for the Work- and Residence Permits for Mr. Vittal Kamkar. This includes all possible issues and correspondence such as supplemental documentation, objections, complaints etc.

We kindly request to send all related correspondence to NOVA Relocation, their contact details are;

NOVA Relocation B.V.  
Het Kleine Loo 414 T  
2592 CK Den Haag  
Telephone number 070-3242524

Please contact the undersigned if you have any further questions.

Kind regards,

**Ashwini Nagabhushan**  
**Manager - Immigration**