

BrainTreeHR Consulting Pvt. Ltd.

02nd May 2012

Ref: BT/MindTree/Emp ID BTHR/2012/165
To,
Mr.Vittal K Kamkar
#5 O "Ganapathi kalyan mantapa"
behind BMTC Garage,22nd Main 1st Cross
Subbarna garden
Vijayanagar,Bangalore-560040

Mobile:+91-9844961561

Email:vittal288@gmail.com

Subject: **Letter of offer**

Dear Vittal,

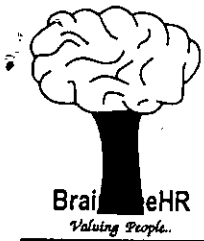
With reference to your application and subsequent interactions had with us, we are pleased to appoint you as '**Software Engineer**' position at our organization located at Bangalore engaged in staffing business providing skilled candidates against the requirements of our various clients located in India and USA.

Date of Joining: Your appointment shall be effective from 8th May 2012 and your salary structure is enclosed in the **Annexure 1**.

You are appointed on the following terms and conditions:

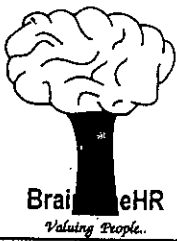
1. Your appointment will be on **Probation** for a period of 3 months from the date of your joining. You are deployed at client place MindTree Ltd. | Global Village, RVCE Post, Mysore Road, Bangalore for the period of 3 months from the date of joining ie 8th May 2012 to 8th Aug 2012. Your payroll conversion to MindTree will start from the 2nd month onwards subject BGC clearance from MindTree TAG team. You are allowed to be in the payroll of Mindtree and salary will paid by Mindtree from 4th month onwards.
2. You will be responsible for discharging the duties and responsibilities as directed to you by your superiors. Besides you may be entrusted with other functions and responsibilities as deemed fit. You are required to discharge your duties and responsibilities efficiently and ensure desired results.
3. Professional tax, Income Tax and other statutory deductions will be made from your salary as when applicable. Your annual increment will be based upon and granted on your satisfactory and diligent discharge of duties.

Page 1 of 4



BrainTreeHR Consulting Pvt. Ltd.

4. Your appointment and continuation in employment will be subject to your remaining medically fit. You are required to subject yourself for medical examination before the Medical Officer, specified in that regard, as and when called upon to do so.
5. **Notice period:** You are requested to give 30 days of notice period from the date of your resignation. This is not applicable if your service is terminated or suspended in case of any procedural violation during your service.
6. You will be a whole time employee in our Company and you will be working for the Establishment you are selected for and you shall devote yourself exclusively to the business of the Establishment. You will not engage yourself anywhere in any work, profession, trade or employment in any capacity either honorary or otherwise, while working in our establishment.
7. On joining the services, you may be required to sign a confidentiality agreement and you will be producing the following documents of the previous organizations.
 - a. Appointment letters
 - b. Relieving letters
 - c. Salary slips
 - d. Passport size photograph.
8. You will not at any time, without the consent of the undersigned, disclose or divulge or make public, except on legal obligation, any information about the business, affairs or secrets of our Company or that of the Establishment you will be working for, whether the same may be confined to you or become known to you in the course of your services and work in the establishment or otherwise, to any other individual or Institution or any customers, while working in the establishment or even after you leave our services.
9. If you conceive any new or advanced methods of improving the work or system in relation to the operation of the Establishment or its business, such developments will be fully communicated to the Establishment where you are sent to work and will remain the sole right / property of the Establishment.
10. You are employed to work on a 5-day week basis and you will be governed by Rules and Regulations of the BrainTreeHR Consulting Private Limited as is in force or as changed from time to time.



BrainTreeHR Consulting Pvt. Ltd.

11. **Leave policy:** During probationary you are entitled for 6 leaves per year on a carry forward basis.
12. If it is found that you have misrepresented any information in your application for employment or at the time of interview, or have furnished any false information or have concealed or suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.
13. You are expected to maintain high standards of discipline, efficiency and integrity.
14. You will not be disclosing any of our client's information and internal information, database and contacts of our clients and our internal employees to any outsider. You are also instructed not to use those contacts and database after you leave BrainTree in any circumstances for your own venture or sharing that information to any of your members for business or any service purpose. In the event of such misuse BrainTree will take legal action.
15. You are requested to serve at least for 3 months from the date of joining with MindTree client from 8th May'2012 to 8th Aug'2012, which is locking period. You are not allowed to quit during this period as our client invests on training and other developments. In the event of quitting during such period, you will have to borne the cost involved amounting to Rs.1.5 lakhs by cheque/DD to BrainTreeHR Consulting Pvt Ltd payable at Bangalore or you are liable for legal action for violating the same.

If you agree to the above terms and conditions of this appointment, you may sign the duplicate of this letter on each page as a token of acceptance of terms and conditions contained herein and return to the company along with your confirmation of the date on which you will be reporting for joining duty.

We welcome you to our organization and look forward to a mutually beneficial association.

Warm Regards,

For **BrainTreeHR Consulting Private Limited**


Umesh Bellur
Managing Director

Page 3 of 4



Brai eHR
Valuing People..

BrainTreeHR Consulting Pvt. Ltd.

ENDORSEMENT

I hereby confirm acceptance of the above appointment, on the terms and conditions stipulated therein.

PLACE: Bangalore
DATE: 2nd May 2012

(Name and Signature of the candidate)

ANNEXURE No.1

Compensation Matrix for Mr. Vittal K Kamkar –Software Engineer

Components	Monthly(RS)	Annually(RS)
Basic Pay	15,500	1,86,000
HRA	7,200	86,400
Conveyance	7,000	84,000
Travelling Allowances	6,300	75,600
Gross Salary	36,000	4,32,000
Deductions	2000	24,000
Net Salary	34,000	4,08,000

Job Location- MindTree Ltd. | Global Village, RVCE Post, Mysore Road, Bangalore-560 059

Umesh Belludi
Managing Director

-: BrainTree Salary Certificate:-

Name of the employee: Mr. Vittal K Kamkar

Date of joining: 8th May 2012

Salary for the Month: June'2012

Emp ID BTHR/2012/165

Salary	Amount(Rs)	Deductions	Amount
Basic	15,500		
HRA	7,200	2000.00	
Conveyance Allowance	7,000		
Travelling Allowances	6,300		
No of Days present	30		
Gross pay	Rs. 36,000.00	Total deductions	2000.00
Net Pay	Rs. 34,000.00		

(Authorized signatory)

-: BrainTree Salary Certificate:-

Name of the employee: Mr. Vittal K Kamkar

Date of joining: 8th May 2012

Salary for the Month: July '2012

Emp ID BTHR/2012/165

**Mr. Vittal K Kamkar has been deployed to MindTree Ltd. from our company
BraintreeHR Consulting PVT LTD**

Salary	Amount(Rs)	Deductions	Amount
Basic	15,500		
HRA	7,200	2000.00	
Conveyance Allowance	7,000		
Travelling Allowances	6,300		
No of Days present	31		
Gross pay	Rs. 36,000.00	Total deductions	2000.00
Net Pay	Rs. 34,000.00		

(Authorized signatory)

-: BrainTree Salary Certificate:-

Name of the employee: Mr. Vittal K Kamkar

Date of joining: 8th May 2012

Salary for the Month: August '2012

Emp ID BTHR/2012/165

**Mr. Vittal K Kamkar has been deployed to MindTree Ltd. from our company
BraintreeHR Consulting PVT LTD**

Salary	Amount(Rs)	Deductions	Amount
Basic	15,500		
HRA	7,200	2000.00	
Conveyance Allowance	7,000		
Travelling Allowances	6,300		
No of Days present	31		
Gross pay	Rs. 36,000.00	Total deductions	2000.00
Net Pay	Rs. 34,000.00		

(Authorized signatory)