



RETIREMENT

The service in the firm is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form will be treated as final.

METHODS

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain sole right/property of the company.

CODE OF CONDUCT

MindTree has a code of conduct, confidentiality and non-compete agreements, primarily to address working standards and business interests. You will be requested to sign your acceptance and adhere to these norms once you join the company.

TERMINATION

Either party may terminate the appointment by giving the other party three months notice in writing. Also, the company may terminate your services with immediate effect by paying three month's salary and allowances, if any, in lieu of notice, even without assigning any reason thereof. Waiver of notice period is at the sole discretion of the company.

TAX IMPLICATIONS

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

BACKGROUND CHECK & REFERENCES

We would be conducting a background and reference check on your employment details. Your joining us is contingent upon our obtaining a satisfactory report on the background check conducted by our approved agency relating to employment, experience, work history etc