

Ref No: KGISL/2018/001
10-09-2018

Dear Sivaraj,

Sub: Offer of Appointment

We are impressed with your credentials, and take pleasure to offer you an appointment at **KGISL-GSS.**, as "**Program Manager**" on the following lines.

Place of Work: Your current place of work will be **INDIA - BANGALORE.**

Your employment will be at the Company's Office or at the Company's client location as required. This is subject to change from time to time at the company's discretion.

Pay and Benefits: Your Compensation and benefits per year (CTC) is **Rs.85000** (Rupees eighty-five thousand only). You will be eligible to receive benefits under the "Flexible Benefits Plan". The broad guideline applicable to you is attached in **Annexure B** to help you determine the plan. Your compensation is based on your profile and the nature of the assignment and may have no relation to that of others. Hence you are required to keep it confidential.

You will be on Probation until your successful completion of the probationary period, is confirmed in writing. Your confirmation of services would be subject to your performance meeting the requisite standards. Your probation period is 6 months, if required; this period may be extended at your Manager's discretion. During probation, your services are liable to be terminated by the company without giving any notice or assigning any reason thereof. Your appointment will be governed by the terms and conditions of the employment presented in **Annexure A**, which was given to you along with your offer. You will also be governed by the rules and regulations of the organization and those may change from time to time.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At **KGISL-GSS**, we're changing the world every day and we will be delighted to have you as part of our team.

Your appointment will be effective on your joining date. On acceptance, please sign a copy of this offer of appointment and return the same to the undersigned.

For KGISL-GSS