

**PERSONAL & CONFIDENTIAL**

17th December, 2019

Name of Employee: Vinay H Barige  
Employee #: QI0076

**APPOINTMENT LETTER**

Dear Vinay H Barige,

Further to our discussions & offer letter, we are pleased to appoint you as 'Programmer Analyst Trainee' at Qualesce India Pvt. Ltd with effective date of 17th December 2019 on the following terms and conditions.

1. Your Annual compensation (on a cost to company basis) would be **Rs. 1,80,000 (Rupees One Lakh Eighty Thousand only) per annum**. This includes Base, House Rent Allowance, Conveyance, Flexible Benefit Plan. Please refer Annexure A attached with this letter outlining the break up of your compensation. You will not be entitled to any other payments by way of deferred wage, overtime or other allowances.
2. Your compensation above also includes reimbursements and benefits as per Qualesce India policies from time to time. The reimbursements are subject to tax deductions as per the prevailing income tax regulations.
3. Your employment benefits at Qualesce India would be in accordance with prevailing personal policies and would include medical insurance, privilege, casual and sick leave.
4. You will be working on IT projects from Qualesce India Pvt. Ltd.
5. You may be required to travel on Qualesce India business within India and overseas as required. In instances of business travel you will be entitled to reimbursement of travel expenses, including per diem in accordance with prevailing Qualesce India travel policy.
6. Qualesce India separation policy requires a written notice period of Three (3) months from the date of resignation. If you wish to resign from the services of Qualesce India you agree to give a written notice of three months.
7. The position in which you are appointed is one of utmost confidence and requires a high degree of personal and professional integrity. This appointment is therefore subject to continuity of such confidence.