

Date: 29 December 2020

To,
MOHAMMED TAREEQUE AZIZ BAGBAN
 ATHANI ROAD, ROSHAN MANZIL, HABIB NAGAR,
 BIJAPUR, KARNATAKA- 586102

Sub: Offer Confirmation Letter

Dear MOHAMMED TAREEQUE AZIZ BAGBAN,

It is with great pleasure that NTT DATA Business Solutions India Pvt Ltd (NDBS) offers you the position of "SOFTWARE TEST ENGINEER". We hope you will enjoy your role and make a significant contribution to yourself as well as success of our organization.

Your employment will commence on or before **04 January 2021** and your total cash compensation will be **INR 3,60,000/- (Rupees Three Lakhs Sixty Thousand Only)**.

A detailed Appointment Letter will be issued on your joining with the organization.

You will be based at Bangalore but may be required to travel and work at such other locations determined by the needs of the business and customers.

This job offer is contingent upon the following:

1. Completion of satisfactory Background Check
2. Execution of employment/non-compete/non confidentiality agreement at the time of joining
3. Employment start date will be subject to project start date

On your first day, you will be given orientation by HR about organization and other details for your understanding. However, we expect you to share the below mentioned documents within one week of offer acceptance or on date of joining whichever is early. Failing to submit these documents on or before joining date might lead to Offer cancellation.

Annexure 1:

| Particulars | Details |
|--|---|
| Offer Letter | Both copies. 1 copy (Duly acknowledgement) has to be submitted during the joining formalities |
| Passport size photographs | 3 Copies |
| Mark sheets | a. Post-Graduation (if applicable) - All semesters b. Graduation - All Semesters/Years c. 12th Standard or Equivalent d. 10th Standard |
| Final Degree Certificate/Provisional certificate | Final Degree Certificate/Provisional Certificate |
| Certification / s | Copy of Certification / s (if applicable) |
| Blood Group confirmation | Blood group is mandatory to generate NDBS |

| | |
|--|--|
| | Employee ID cards |
| Service and Relieving letter from all previous organizations | Service and Relieving letter from all previous organizations as applicable |
| Last 3 months Pay slip / Bank statement / Form 16 | as applicable |
| Government issued ID Proof - to include Nationality | Valid Passport / Voter ID / Driver's License / PAN card |

| | |
|------------------|-----------------------|
| Passport | Photocopy of Passport |
| PAN Registration | Photocopy of PAN card |

Please sign and return us the duplicate of this letter as a token of your acceptance of the above terms and conditions immediately.


Please note that NDBS holds the right to change any policy or benefit based on business decisions. Employment commencement is subject to successful background check. If it comes to our notice that any information provided was wrong or falsified, NDBS reserves the right to terminate the employment without any notice or pay.

MOHAMMED TAREEQUE AZIZ BAGBAN, we look forward to you becoming part of the NDBS team. We wish you success in your career endeavours with us.

Please do not hesitate to contact Team HR with any questions or concerns.

Yours truly,

For NTT DATA Business Solutions India Private Limited.

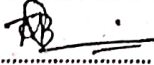


ANIL RAO
GENERAL MANAGER & BUSINESS HEAD

I have read and accept the terms and conditions:

Candidate Name: Mohammed Tareeqe Aziz Bagban

Date of Joining: 04/01/2021

Signature: 

Annexure - 2

Name: MOHAMMED TAREEQUE AZIZ BAGBAN


Designation: SOFTWARE TEST ENGINEER

| Salary Components | Monthly In Rs. | Annually In Rs. |
|--------------------------|----------------|-----------------|
| Basic | 15000.00 | 180000.00 |
| HRA | 7500.00 | 90000.00 |
| Special Allowance | 5700.00 | 68400.00 |
| Monthly Gross Salary | 28200.00 | 338400.00 |
| Employer PF Contribution | 1800.00 | 21600.00 |
| CTC | 30000.00 | 360000.00 |

Benefits:

- **Flexible Compensation:** Flexible Compensation includes, Leave Travel Allowance (LTA), Food Allowance, Mobile & broadband, books & periodicals. You may be eligible for some or all of these allowances, and tax benefits may be availed up to applicable caps and subject to submission of relevant documents. The balance amount of unclaimed Flexible Compensation may be taxable.
- **Medical Insurance:** Employees are provided with medical insurance of INR 3,00,000, which covers employee and up to 5 dependents, including Spouse, Children (up to 2), and dependent parents.
- **Leave Policy:** As per company policy
- **Provident Fund:** NTT DATA Business Solutions India Private Limited and you will contribute a maximum of 12% of basic salary or a minimum of 1800 from either sides towards your Provident Fund on a monthly basis. Provident fund will be governed as per the statutory act.
- **Gratuity:** Employees completing at least 4 years and 240 days (including weekends and paid holidays), are eligible for payment of Gratuity.
- **Income Tax:** Employee will be responsible for the payment of individual taxes, such payments will be deducted at source as per prevailing rules.

For NTT DATA Business Solutions India Private Limited


ANIL RAO
GENERAL MANAGER & BUSINESS HEAD
MOHAMMED TAREEQUE AZIZ BAGBAN
Date: 30/12/2020