

publicis sapient

Avinash Sunthe
AT/Post Mangavati, Kagwad,
Belgaum,
Karnataka-591242

December 09, 2021

Dear **Avinash**,

We are delighted to offer you a position as **Junior Associate, Technology** with Publicis Sapient, a division of TLG India Pvt. Ltd. ("Publicis Sapient").

Publicis Sapient will provide you with a total compensation package that consists of your base salary and statutory retirement benefits.

The Total Cost to Company offered to you is INR 510000/- which includes the following:-

- An annualized base salary of INR 480312/- (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will **December 13, 2021**. You will be on training for a period of 6 months from the start date of your employment. Your home office would be in **Bangalore, India**.

In addition to your salary, you will be entitled to:-

- Receive one time Relocation Allowance and other applicable benefits at the discretion of Publicis Sapient in accordance with the Publicis Sapient India Domestic Relocation Policy as amended from time to time.
- Participate in the Publicis Sapient's medical and life insurance benefits

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clauses.

TLG India Private Limited
GIL SEZ, Candor Techspace,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 5, Ground & First Floor,
SEZ Sector 21, Village Dundahera,
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Registered Office: TLG India Private Limited
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www.publicissapient.com

TLG India Private Limited
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TLG India Private Limited
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