

GATE CITY SOFTWARE SOLUTIONS PVT. LTD.

Regd. Office : Plot No. 16/17, Nilanjali Society, Kalyani Nagar, Pune - 411006, (INDIA)

CIN : U 72200PN2000PTCO14631 Tel.: (020) 26653974, Fax : (020) 26653601

December 13, 2018

Dear Ms. Kanchangire.,

Subject: Letter of Commitment

We are pleased to select you as a candidate for our Development Centre at Pune..

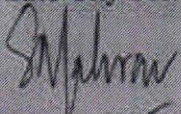
On joining your gross remuneration shall be Rs 2, 28, 720.00 (Rupees Two Lakhs Twenty Eight Thousand Seven Hundred Twenty Only) per annum , which includes all benefits including Company's contribution towards Provident Fund , the details of which, as mutually agreed , are provided in the above mentioned CONTRACT OF EMPLOYMENT.. In addition, you will also be entitled to receive Festival Bonus equal to One month's gross salary each year.

On joining us, we shall conduct an Orientation / Training programme for you which may last 6 months or more. During the course of this Orientation / Training programme you shall have access to highly confidential and classified information on our operating practices, our Customers as well as our associates, GATE CITY STEEL INC. USA.

We shall provide you with a "CONFIDENTIALITY AND NON-COMPETITION AGREEMENT", which, among others, will provide for a minimum of 2 (Two) years of work for our Company.

Should you decide to leave our services earlier than 2 years period as specified in the CONTRACT OF EMPLOYMENT, for any reason whatsoever, all Direct as well as Indirect costs incurred by us on your Orientation/ Training programme shall be reimbursed by you to us within 15 days of receipt of a simple Notice to the effect issued by us.

For Gate City Software Solutions Private Limited


(Shashi R. Talwar)
Managing Director


Accepted

(Sandhya Prabhakar Kanchangire)




PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar