

FUJITSU CONSULTING INDIA PRIVATE LIMITED

A-15, MIDC Technology Park, Talawade Pune - 411062, India
Tel: +91 20 2769 0001, Fax: +91 20 2769 2923
Regd. Office: A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi- 110024
CIN:-U74899DL2000PTC108940

2021ES
FUJITSUAppointment Letter

Date: September 22, 2021

Amruta Jetla

Flat no. 7, Akshada Complex Gujar Lane, Ahmednagar
Ahmednagar -
Maharashtra

Dear Amruta Jetla,

With reference to our employment offer letter dated September 21, 2021, we are pleased to offer you an appointment in our organization as **Business Services Assistant at FJ07** level in **ServiceNow Services**. We strongly believe that the association would be mutually beneficial.

Your annual salary along with the break-up of salary is attached herewith in Annexure-A.

You are required to join on **September 22, 2021** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

In token of your acceptance of this appointment, kindly sign this letter and the employment agreement attached hereto at the bottom of the right corner of each page, and return the duplicate copy of the same to the HR department.

The location of your initial reporting & posting would be Pune. However, the location of your posting can be changed to any of our units / departments situated anywhere in India or abroad depending on the business requirements.


You shall be on probation for 12 months period. Unless communicated otherwise your services would be deemed to be confirmed on completion of the period of probation or any extension thereof as per the terms of your employment agreement and in accordance with the policies of Fujitsu Consulting India Private Limited.

Your employment shall at all times be governed by the employment agreement and the policies of Fujitsu Consulting India Private Limited as amended from time to time

In case you require any further clarification, please contact HR Department.

We welcome you to Fujitsu consulting India Private Limited, and wish you a rewarding career over the years to come.

For Fujitsu Consulting India Private Limited,


Sumit Sabharwal

Head of HR Delivery Management, Global Delivery

I accept the appointment

Amruta Jetla

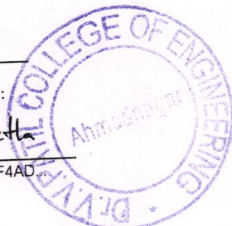
Name: _____

DocuSigned by:

Amruta Jetla

Signature: _____

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Commencement Date: _____

Pune

Place: _____

22-Sep-21 | 16:31 IST


PRINCIPAL
Dr. Vikhe Patil
College of Engineering
Ahmednagar

Employment Agreement

This agreement made effective on **September 22, 2021** between

Fujitsu Consulting India Private Limited, a company incorporated and existing under the Companies Act, 1956, and having its registered office at A-106, LGF, Dayanand Colony, Lajpat Nagar-IV, New Delhi, PIN - 110024, India (hereinafter referred to as the "Company" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors in interest and assigns) of the ONE PART;

AND

Amruta Jetla, 21 years, Indian National, residing at Flat no. 7, Akshada Complex, Gujar Lane, Ahmednagar, Maharashtra (hereinafter referred to as the "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and shall include legal heirs, executors, nominees and administrators of the Employee) of the OTHER PART. The Company and the Employee are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as a "Party".

RECITALS

WHEREAS the Company is in the business of software services which encompasses of providing technical consulting, development and professional services, in accordance with the needs of its Clients (as defined hereinafter).

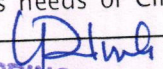
And, WHEREAS the Employee desires to be employed by the Company and the Company has made an employment offer ("Appointment Letter") to the Employee and in pursuant thereof desires to employ the Employee on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto agree as follows:

1. DEFINITIONS AND CONSTRUCTIONS

1.1 For the purpose of this Agreement, the following terms shall have the meaning set forth in this paragraph:

- "Agreement" shall mean this agreement including the Annexures attached hereto.
- "Associated Company" shall mean:
 - (i) which is directly or indirectly controlled by the Company; or
 - (ii) which directly or indirectly controls the Company; or
 - (iii) which is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or
- "Client(s)" shall mean any Person, which does business with the Company or has requested or received a proposal to do business with the Company.
- "Confidential Information" shall mean all non public information including but not limited to specifications, designs, drawings, algorithms, processes, systems and procedures, computer programs, methods, ideas, "know how" and, business information such as sales and marketing materials, plans, accounting and financial information, credit information on Clients, list containing the names, addresses and business needs of Clients, sales


 PRINCIPAL
 Dr. Vithalrao Vikhe Patil
 College of Engineering
 Ahmednagar

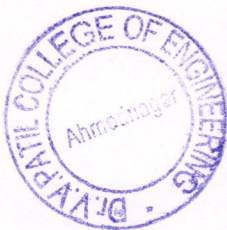
Annexure-A**Amruta Jetla****Business Services Assistant**

With reference to your Appointment Letter, the compensation package would be as mentioned here under

A	Emoluments	Monthly(Rs.)	Annualized(Rs.)
1	Basic	15000	180000
2	House Rent Allowance	3000	36000
3	Education Allowance	200	2400
4	Other Allowance	4062.00	48744
5	Bonus	3800	45600
	TOTAL 'A'	26062	
B	Flexible Benefits Plan *		
1	Telephone Reimbursement	0	0
2	Leave Travel Allowance	N/A	0
	TOTAL 'B'	0	
C	Others		
1	Company Contribution to Provident Fund(PF)	1800	21600
2	Short Term Incentive Pay**	0	0
3	Timesheet Linked Payout	0	0
4	Project Allowance***	0	0
	TOTAL 'C'		334344
	Employee Benefit Insurance ****	N/A	7000
	Gratuity	N/A	8656
	TOTAL COST TO COMPANY		350000

*Flexible Benefits Plan are exempt from tax to the extent of Bills/Proofs produced and as admissible under Tax rules.
 **Short Term Incentive Pay (STIP) shall be payable as per STIP plan applicable for the financial year. The payout shall be based on the discretion of management and will depend on performance of the organization & individual. The payout will be made only if you are on company rolls on the last day of the applicable PI period.
 ***Project Allowance will be paid as per the policy
 **** Employee Benefit Insurance covers a packaged cost of medical, life and personal accident insurance.

The Monthly portion of the salary will be paid by the 1st banking day of the next month, Taxable components of the Quarterly portion will be paid along with the Payroll for the Quarter-end months (June, Sept, Dec and March) and the Annual portion will be paid with March Payroll.



DocuSigned by:

Amruta Jetla

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[Signature]
PRINCIPAL
 Dr. Vithalrao Vikhe
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