

Private & Confidential

15 Mar 12

**Prashant Kumar Sharma**  
**Sr No. 108/1, Flat No. A/6, Adi Paradise, Vijaynagar, Kalewadi**  
**Pune**  
**Maharashtra**  
**411017**  
**India**

**Dear Prashant,**

Congratulations, subsequent to the interview process we are pleased that you are considering joining **BA Continuum India Pvt. Ltd.** ("the Company") in **Gurgaon**. This letter confirms the terms of our offer with respect to your planned employment. You will be designated as **Team Leader** at Band 7 Your Annual Compensation (CTC) will be **Rs 731004** - (Rupees **Seven Lakh Thirty One Thousand and Four only**).

**Other Terms & Conditions**


Your anticipated start date will be **26 Mar 12**. In case you do not join the services of **BA Continuum India Pvt. Ltd.** by **26 Mar 12** this offer of appointment will stand cancelled and withdrawn. Your appointment stands effective from the date you report in for work.

You will be or may become eligible for other benefit plans as adopted by the company from time to time. The terms of such benefit plans shall be as determined and/or amended from time to time by the Company and shall be governed by the terms of the applicable plans or award agreement provided to you at the time of issuance.

The Company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion. For the first three months of your employment you will be deemed to be on probation and during this period, either party may terminate this contract by giving one (1) week's notice in writing or salary in lieu thereof. Within 60 days of completion of the three months if you have not received a notification stating otherwise including, without limitation, extension of probation period from HR your employment is deemed to be confirmed. After the expiry of the probation period or the extended probation period (if the same has been extended) either party is entitled to terminate the contract by giving 60 days notice. Whereas the company reserves the right to request service of notice or pay salary in lieu of, your notice period waiver or payment in lieu will be at the sole discretion of the Company, but in no event will be less than the minimum period required by applicable law.

This offer and your employment are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be confidential and solely for the Company's use, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 5 working days from accepting the Offer Letter or 10 working days before the Date of Joining as mentioned in the Offer Letter, whichever is earlier. In the event you absent yourself for a continuous period of eleven days without prior approval of your reporting manager (including overstay of leave/training), it would be deemed that you have resigned from the services of the Company and you will be liable to pay salary in lieu of notice thereof as applicable for resignation. You will automatically retire from the employment of the Company on attaining the age of 60 years.

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