



ARICENT TECHNOLOGIES (HOLDINGS) LIMITED

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Superset ID: 204199

Letter of Intent ("LOI")

Dear E. Vardhan,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4 with Altran (part of Capgemini Technology Services India Limited hereinafter referred to as "Capgemini")**

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Altran (part of Capgemini).

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Altran (part of Capgemini). Altran (part of Capgemini) solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Altran (part of Capgemini).

Upon joining Altran (part of Capgemini),.

1. You are expected to enter into an employment agreement with Altran (part of Capgemini). which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Altran (part of Capgemini).
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.

3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Altran (part of Capgemini). and your performance will be evaluated periodically during such training period.

Altran (part of Capgemini). reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

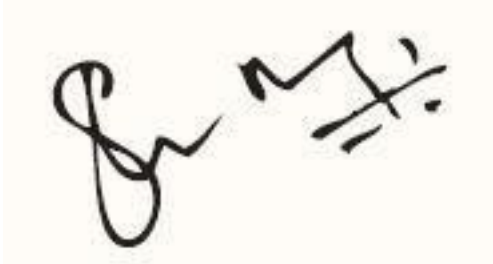
You may note that this letter should neither be construed as an offer of employment from Altran (part of Capgemini). nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,

For & On Behalf of Altran (part of Capgemini).

A handwritten signature in black ink, appearing to read 'Chandra Reddy', is written on a light beige background.

Chandra Reddy
CEO India
Altran

This is a system generated document and does not need a signature

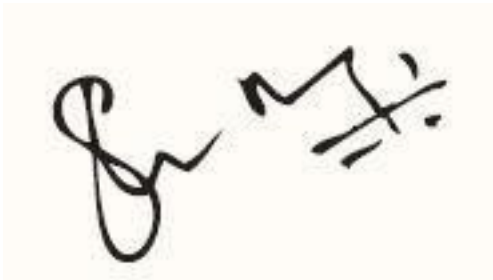
ANNEXURE 1

Dear E. Vardhan,

Analyst and A4

You will be under probation for six (6) months from your date of joining Altran (part of Capgemini). During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Altran (part of Capgemini).

A handwritten signature in black ink on a light yellow background. The signature is stylized and appears to read 'Chandra Reddy'.

Chandra Reddy
CEO India
Altran