

Kakanuru Rajashekar Reddy

Flat.No: A-301, Sri Lakshmi Nillaya,
Vaniraj Appt, Near Gayatri Devi Temple, Marthahalli,
Banaglore-560037

December 16, 2021

Dear **Kakanuru Rajashekar**,

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 650000/- which includes the following:-

- An annualized base salary of INR 613879/- (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 20, 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:-

- 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.

You will be required to sign a training agreement on joining Publicis Sapient. Publicis Sapient would be making considerable investment in imparting specialized training to you for meeting the business requirements of the Company. Should you decide to leave Publicis Sapient within 18 months of the **December 20, 2021**. You would be required to pay INR 150,000 in accordance with the terms of the training agreement.

TLG India Private Limited
GIL SEZ, Candor Techspace,
Building No. 1, Tower B, Ground – 3rd Floor,
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