

January 5, 2016

To,
Jayesh Mali
House No 4, Anand Vihar,
Tekri-Madri Link Road,
Udaipur,
Rajasthan

Dear Jayesh,

Congratulations on successfully clearing our Graduate Engineering Trainee selection process. We are pleased to offer you appointment as **Trainee Software Engineer** as per the following terms and conditions:

Eligibility

This letter of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the aggregate, specified by Metacube for your role.

Joining

You shall join the organization on January 11, 2016. The Company may however change the joining date at its discretion.

Training

The training will be for a period of six months from the date of your joining. On successful completion of your training period, subject to your performance and availability of a suitable vacancy, the Company will assign you a role in any of its projects, companies and sister companies.

Stipend/Compensation

1. You will be paid Rs 10,000/- per month for first six months from the date of joining.
2. Your annual earning potential, including Annual Variable Performance Bonus will be revised on **August 1, 2016** and will range from **Rs. 3,19,558 to Rs. 3,56,302**. The details for the compensation are given as **Annexure 3**.
3. Your annual earning potential, including Annual Variable Performance Bonus will be subsequently revised on **August 1, 2017** and will range from **Rs. 4,013,98 to Rs. 4,53,562**. The details for the compensation are given as **Annexure 4**.

Compulsory Condition

Considering that the Company will be making substantial investment into your training, it shall be compulsory for you to serve the company for Thirty Months (30) months from the date of joining. In case of your failure to do so, the Company shall be entitled to recover a sum of Rs. 2,00,000/- from you as damages. To ensure this condition you shall also enter into a separate agreement with the Company and furnish a guarantee on non-judicial stamps of requisite value.