

2016- Onboarding Invite

LOI Number: MPCTH2016-0009

Dear Jayant Pancholi,

We are happy to inform you that your date of joining is confirmed to be the **28th of July' 16 at ELLA- The Mphasis Learning Academy, Mangalore.**

Mphasis had shared a Letter of Intent (LoI) during campus hiring. The terms and conditions of the LOI are re-iterated below:

1. You will be offered the position of 'Trainee Associate Software Engineer' in Band 5, Level 1 with Mphasis for the first 6 months. You would be paid a CTC of INR. 15,000/- per month during this time (INR 1,80,000 per annum)
2. On completion of six months of your employment with Mphasis
 - You would be moved to Level 2 with designation 'Associate Software Engineer'.
 - You would be paid a salary of INR. 2,50,000/- per annum.
3. A Training Agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default an amount of INR 1,00,000 will be recovered from the employee.
4. You would be required to secure minimum marks in various training modules to graduate from the Mphasis Learning Academy. More details on the training modules would be provided to you when you join Mphasis.
5. You would be placed in any of the Mphasis locations, on successful graduation from ELLA as mentioned in #4 above, based on the needs of the business.

Please note that tax deductions, if any, would be applicable to all payments made by Mphasis to its employees.

Request you to please go through the terms and conditions mentioned above and respond with your confirmation of **acceptance by filling in the below template latest by 17th of July' 16. Kindly send the filled in template to campushires@mphasis.com**

Do let us know in case you are not in a position to join us or would like to postpone your date of joining.