

PUBL/2022/PC39

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Kankanala Siri

July 25, 2022

H-No: 55-4-519, Mantrapuri Colony, Erragattu Gutta,
Bhimaram, Hasanparthy, Hanamkonda, Warangal,
Telangana-506015

Dear **Kankanala Siri**,

We are delighted to offer you a position as **Trainee Engineer** 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 750000/-** which includes the following:-

- An annualized base salary of INR **708322/-** (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 **August 08, 2022**. 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:-

- Receive Relocation expenses up to a maximum of amount Rs 10,000. (subject to submission of receipts)
- Receive the sign-on bonus less all taxes in 2 installments, 150,000 by the 2nd and 100,000 by the 13th payroll cycle from your joining. You agree that you will repay the bonus in full if you leave voluntarily, or if you are terminated by Publicis Sapient with clause, before 24 months of employment.
- 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.

TLG India Private Limited
GIL SEZ, Candor Techspace,
Building No. 1, Tower B, Ground - 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 5, Ground & First Floor,
SEZ Sector 21, Village Dundahera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

TLG India Private Limited
Oxygen Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida - 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
FAX +91 (120) 479 5001

TLG India Private Limited
Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

Registered Office: TLG India Private Limited
15th Floor, Urmi Estate, Tower A, 95, Ganpatrao Kadam Marg, Lower Parel (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U72900MH1972ETC015798

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Ananthasagar (V), Hasanparthy (M)
WARANGAL - 506 371 (T.S.)



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Publicis Sapient understands that because of COVID, your college final examinations may not have been completed yet and therefore you may not be able to provide the final mark sheet/degree certificate prior to your joining. Publicis Sapient, therefore allows you 3 months' time from your joining date to provide the educational proofs of graduation completion, failing which your employment shall be deemed to be automatically nullified and your services will be terminated. Additionally, in the event your examination are canceled/not conducted and/or for any other business reasons, Publicis Sapient will reserve the right to terminate your employment. This offer is subject to you agreeing to these conditions as stated herein above.

On your first day of employment, please report to our office at **Bangalore** at **8:00 a.m.** along with the documents mentioned in Annexure 'C'. Should there be a change in your start date, it is mandatory for you to communicate the same to us a week in advance as this impacts your experience with Publicis Sapient.

Kindly return a copy of this letter duly counter signed by you, within a week in acceptance of the terms and conditions set out herein. Please refer to the Annexure "A" of this letter for details on the Terms of Employment, which shall apply to your employment. By signing a copy of this letter, you agree to abide by these terms and any other published terms in effect from time to time throughout the period of your employment.

We are looking forward to your joining us. We are sure that you would find life with Publicis Sapient to be motivating and challenging.

Best Regards

SHEFALI

SHARMA GARG

Shefali Garg

Vice President, People Strategy | Publicis Sapient

I hereby accept and agree to this employment contract. I agree to abide by the policies, rules and regulations of the Company as detailed below.

DocuSigned by:

K. Siri

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Kankanala Siri

TLG India Private Limited

GIL SEZ, Candor Techspace,

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Page 2

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238

