



**ITSOURCE Technologies LTD.**

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Web: [www.itsourceindia.com](http://www.itsourceindia.com)

**Ref.: - IT/HR/13953**

**9 Apr 2011**

Mr. Venkata Siva Kumar Kurmala  
4A/1001, Andhrabank quarters, Damodar park, Ghatkopar-west, Mumbai- 400 086  
Tel.no.: 9029901897

**Subject: - Appointment Letter.**

Dear Venkata Siva Kumar,

This refers to your interview with us; we are pleased to offer you the position as **Customer Support Engineer w.e.f 11 Apr 2011.**

Your compensation package is mentioned in Gross Emoluments Sheet.

You will be under probation period for **Six months.**

We welcome you to the **ITSOURCE** family and hope for a long and happy association with you in the future.

Yours faithfully,

For **ITSOURCE Technologies Ltd.**

**Authorized Signatory**

NOTE: - Please return the duplicate copy of this offer duly signed in token of your having accepted the terms and conditions stipulated herein.



**TERMS AND CONDITIONS: -**

1. You will devote your entire time exclusively to the business of the company and will not become directly or indirectly engaged in any other business or occupation.
2. You will undertake not to divulge any information concerning the company or its activities, figure or any information that may become known to you in the course of your duties.
3. You will undertake not to enter, directly or indirectly, any commercial agreement with any of our direct or indirect customers, vendors or partners.
4. The company has the right to assign you any consulting work in any of its department or branches or subsidiaries or associates companies existing or in future anywhere in or outside India.
5. You will work on all shifts (including night) and on holidays if the company business / our customer / respective contract / work demands.
6. Other conditions of your tenure will be based on the rules in force and as modified from time to time.
7. During the tenure, you are subject to thirty days of termination in lieu of such notice by either party. However this does not preclude the summary termination of your engagement by the company in the event of poor performance, misconduct, negligence or disobedience of order of your superiors as well as violation of any of the condition of your services.
8. In case if you wish to resign from the services, you are suppose to give complete handover of your responsibilities. You will not be relieved from the company till the final clearance from the reporting person. Company reserves the right to hold you responsible if the handover is not complete and can take actions against you as per Companys Policy.

**Authorized Signatory**

Date: 9 Apr 2011

**Acceptance by the Employee**

Date: 9 Apr 2011

GROSS EMOLUMENT SHEET		
Monthly Component	Monthly	Yearly
Basic	2300.00	
HRA	1150.00	
Conveyance Allowance	800.00	
Special Allowance	1150.00	
Other Allowance	600.00	
<b>Gross Salary</b>	<b>6000.00</b>	<b>72000.00</b>
<b>Deductions</b>		
Profession Tax	175.00	
LTA	150.00	
Medical	150.00	
<b>Total Deductions</b>	<b>475.00</b>	<b>5700.00</b>
<b>Net Salary</b>	<b>5525.00</b>	<b>66300.00</b>
<b>CTC</b>	<b>6000.00</b>	<b>72000.00</b>

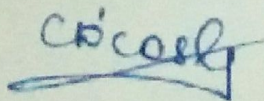
NOTE: You will be entitled for other benefits as per company guidelines after confirmation.

## DECLARATION

I hereby declare and affirm that I have carefully studied and understood the terms & conditions and policies. I undertake to abide by the said terms and conditions.

**Name: Mr. Venkata Siva Kumar Kurmala**  
**Designation: Customer Support Engineer.**

**Date of Join: 11 Apr 2011**



**Authorized Signatory**

Date: 9 Apr 2011

**Acceptance by the Employee**

Date: 9 Apr 2011