

04/27/2022

Mr. Sanjay Singh Koranga

Noida

Dear Sanjay Singh,

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Network Analyst on a probationary basis with the Company on the following terms and conditions:

Date of Commencement:

Your probationary employment will commence on 05/09/2022 and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹800,000.00, **[Eight Lakhs only]** per annum.

1) **Joining Bonus:** We commit to pay the Joining bonus of INR 35,000 which will be applicable only after the completion of 2 months with Xavient Digital - Powered by TELUS International, subjected to tax deductions as per the standard law

Expenses include Joining bonus amounting up to INR 35,000. During your employment with the company, you shall not be required to make any payments toward these expenses. By signing this Service Agreement, the company agrees to incur the costs for such expenses on your behalf. If you do not terminate your employment with the company for a year, the entire amount owing under the agreement shall be forgiven and you shall owe nothing to the company.

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

- 1) If Your basic salary is more than Rs 15000 per month, **and**
- 2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joining TELUS International .

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Noida.