

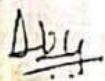
SUTHERLAND
Confidential

3 June 2018
Mr. Akula Sai Teja
No 3-48/1, Shankarapattanam Mandal
Kannapur Gaddapakka,
Karimnagar - 505470.

Dear Akula Sai,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Associate-CS Internet". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before 6 June 2018 on the following terms and conditions.
2. Your place of posting will be at Chennai. However during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your emoluments by way of Annual Cost to the Company is Rs. 185000/- per annum (Rupees One Lakhs Eighty Five Thousand only), the details of which are given in the annexure of the appointment letter.
4. You shall report to the Program Head of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 Days advance notice or pay salary in lieu of the same to the other party. However, should your termination be due to an authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not pay any notice pay.
8. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.


Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

Candidate Signature: 