

29-Oct-2020

Elaka Venkata Raja Ramesh

D.No: 39-15-18/1, Dodla Diary Building, Madhavadhara

Visakhapatnam, Andhra Pradesh - 530007

India

Letter of offer

Dear Elaka,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Assistant Manager - Ops** in **WNS Business Consulting Pvt. Ltd.**, based at our **Vizag - Tech Hub** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Manager**.

Role band: You would be placed in role band **BII**.

Title: The title that you would be using both internally and externally would be **Assistant Manager - Ops**.

Compensation: Your Total Gross Pay will be **INR 7,19,100 (Indian Rupees Seven Lakh, Nineteen Thousand, One Hundred Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.

Joining Date: You are expected to join us by **30-Nov-2020**.

Place of work: Your initial place of work will be **Vizag - Tech Hub**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Business Consulting Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group

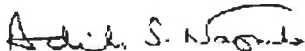
Accepted and Agreed

E.V. RAJA RAMESH
[Signature]
Candidate's Name & Signature

1. TERMS & CONDITIONS:


- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- d. You will be on probation for six months from the date of joining; however probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (Sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (Sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you in addition to the compensation towards all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to losses and damages actually sustained by the Company. The forgoing term is a condition precedent to your acceptance of this offer letter.
- e. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- f. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (d) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (d) hereinabove.
- g. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- h. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

For WNS Business Consulting Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group

Accepted and Agreed


Candidate's Name & Signature

- i. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
- j. You will automatically retire from the services of the Company on completing the age of 58 years.
- k. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
- l. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

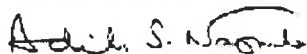
2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Business Consulting Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group

Accepted and Agreed



E.V. RADA RAMESH
Candidate's Name & Signature

Annexure			
Name Title Role Band BU/EU	:	Elaka Venkata Raja Ramesh Assistant Manager - Ops BII HealthCare	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		21,290	2,55,480
House Rent Allowance		10,645	1,27,740
Sub Total - I	A	31,935	3,83,220
Bonus / Incentive (5)	(a)	0	0
Company's contribution to Provident Fund (2)		1,800	21,600
Company's contribution to ESI (4)		0	0
Sub Total - II	B	1,800	21,600
Flexikitty Reimbursement (1)		19,490	2,33,880
Sub Total - III	C	19,490	2,33,880
Total Fixed Pay	D = A + B + C	53,225	6,38,700
Bonus / Incentive at Maximum Level (5)	(b)	6,700	80,400
Gross Pay (CTC) at Minimum Level	E = D	53,225	6,38,700
Gross Pay (CTC) at Maximum Level	F = D + (b)	59,925	7,19,100
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Flexible Kitty Plan guidelines are as under:			
Flexible Kitty	Maximum Claimable		
Leave Travel Assistance	Maximum two month's basic salary		
Telephone Reimbursement	Maximum INR 24,000/- p.a.		
Company Car	As per company scheme		
Petrol & Maintenance for Company Car	Maximum INR 100,000/- p.a.		
Healthclub Membership	Maximum INR 30,000/- p.a.		
2) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
3) The Company provides following discretionary Insurance benefits: a) Medclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
4) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
5) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			
6) As per Company policy, you will be eligible to participate in the Optional Retirement Schemes (currently National Pension System & Superannuation) applicable to your Role band. Contribution to these schemes will form part of your Flexi Kitty component in the compensation stack-up			

For WNS Business Consulting Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group

Accepted and Agreed

E.V. RAJA RAMESH

Adil S. Nargolwala
Candidate's Name & Signature