



## Letter Of Intent

Dear Akhilesh Herkal,

It gives us immense pleasure in inviting you to join **STELLIUM CONSULTING INDIA PRIVATE LIMITED** as "Business Analyst". We are happy that you are joining us in our effort to establish a successful supply chain solutioning Company. We believe that Organisations grow and flourish, fuelled by the enthusiasm and energy of the 'People' who are willing to invest into the future.

**Compensation:** Your total target annual compensation would be Rupees 4,50,000 /- (Rupees Four Lakhs Fifty Thousand Only) per annum. Your annual base salary would be Rupees 4,09,512 /- (Rupees Four Lakhs Nine Thousand Five Hundred Twelve Only) per annum. You would be eligible for a performance-based variable pay at target amounting to Rupees 40,000 /- (Rupees Forty Thousand Only) per annum based on your performance and that of the Company. The details of your compensation break up is appended as per annexure 'A'.

**Training & Enablement:** Stellium believes in performance & merit driven culture and understands the necessity of specialized training in niche skills for our freshers to enrich and enhance his/her skills as well as to meet the business requirements. Stellium would incur significant expenditure in training the employee including but not limited to Trainers' time, computers, software costs, setting up and maintenance of special and general facilities for the training and for subsequent on the job skill enhancements. Hence if the Employee for any reason leaves the services of the Company before the signed period of Three (3) years, then he/she shall forthwith pay a sum of **INR 1,50,000/-** being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company.

**Work Location:** Your base location will be Mangalore. Your base location can change based on the Business-Client requirements.

**Probation & Confirmation:** As per organization policy, the Probation period applicable to you shall be six (6) months from the date of joining. On successful completion of the probation, your employment with the Company will stand confirmed by issuance of letter of confirmation by the Company, subject to the terms and conditions as per Company policies. The Company reserves its right to extend the probation period at its discretion. During Probation period, the notice period for the resignation for employee is two (2) months and for employer is one (1) month. After confirmation, the Company and You shall be entitled to terminate/resign by serving three (3) months' notice without assigning any reasons thereof or three months' salary (basic pay) in lieu of notice. The Resignation for all Leadership Roles can be initiated only after a formal discussion and agreement with the Board of Directors.

*[Signature]*  
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