



ALTRUIST TECHNOLOGIES PVT. LTD.

CIN: U72200HP2005PTC028970

31st January, 2020

To,
Bindushree D
Altruist Technologies Pvt. Ltd.
Employee code: ATPL233612

Sub: **Offer cum Appointment Letter and Terms of Employment**

Dear **Bindushree**,

Welcome to Altruist Technologies Pvt. Ltd ("ALTRUIST")

We note that you are presently employed with Hinduja Global Solutions (HGS) since **10-Dec-2019** and not currently serving your notice period with HGS.

Based on the discussion we had with you, we are pleased to make you an offer of employment for the position of **Trainee Customer Relation Officer in DS1TR in Narayana Health_Bangalore ATP** Department, with effect from **01-Feb-2020**. Your terms and conditions of employment will be in line with the current policies of ALTRUIST and those issued from time to time. For the limited purpose of continuity of service, seniority and remuneration at ALTRUIST, your employment at Hinduja Global Solutions Limited ("**HGS**") immediately prior to the Employment Date shall be taken into consideration

This offer is subject to the following:

1. Your employment shall commence with ALTRUIST from the Employment Date till such time that the employment is terminated in accordance with this letter
2. Your accrued entitlements with respect to gratuity, referral bonus (if any) and employee advances (if any) will be carried forward from HGS to ALTRUIST. While the gratuity shall become payable upon your separation from us (subject to applicable laws), the referral bonus shall be paid in accordance with the policy of ALTRUIST.
3. Performance Incentive: Performance appraisals from the Employment Date will be based on the policies of ALTRUIST.
4. You will initially be based at ALTRUIST's office at **Bangalore**, unless communicated otherwise by ALTRUIST.
5. As a condition precedent to your employment, you shall furnish a relieving letter from your previous employer on the date of joining ALTRUIST.
6. You shall keep the contents of this offer confidential except to the extent permitted by ALTRUIST.
7. From the Employment Date, you will be governed by the policies of ALTRUIST, that are currently in practice and/or as may be implemented in the future, and as may be amended from time to time, and you will abide by the policies therein.
8. This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) working days from the date hereof.

Corporate Office: Plot No. 2, Sector – 22, Technology Park, Panchkula Haryana, Pin Code: -134109
Registered Office: 4th Floor, Altruist Mount, Behind Hotel Firhill, Near Tunnel No-103, Shimla - 171004



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Please acknowledge your acceptance of our offer, as well as having read and understood the terms of service, by signing the acknowledgement against your name and employee ID in the acknowledgement list.

By signing acknowledgement in receipt of this offer letter, you confirm that (i) you do not have any objection to and have opted to be employed at ALTRUIST based on the terms and conditions of employment extended to you by ALTRUIST, with effect from the Employment Date; (ii) you are not in any way prejudiced in terms of continuity of service, seniority, remuneration immediately prior to the Employment Date; and (iii) subject to your acceptance of the offer made to you by ALTRUIST, you shall, with effect from the Employment Date, be a full time employee of ALTRUIST.

We look forward to your joining the ALTRUIST family and also to your valued contribution in taking ALTRUIST to greater heights.

We are confident that our working environment will be conducive to your growth professionally as well as personally.

With warm regards,

For ALTRUIST Technologies Pvt. Ltd.,

A handwritten signature in black ink, appearing to read "Bambiar", is written over a horizontal line.

Bridgette Nambiar

Sr. Vice President - HR, Training & Quality

I have read and understood the terms of this letter and I voluntarily accept this letter of offer and terms of employment.

Name:

Date:

Signature:

Accepted and Agreed

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