



WPI INTERNATIONAL (INDIA) PVT LTD

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Ms. Nandini J V
#24, 22nd Main, Temple Street,
Ayodhya Nagar, 5th Phase,
JP Nagar,
Bangalore - 560 078

Date: 1st January, 2003

Subject : Appointment Letter.

Dear Nandini

We are pleased to appoint you with effect from 6th Jan, 2003 as Software Testing Trainee. You will be based in Bangalore and will be reporting to Product Manager – Bangalore. You will have a responsibility for promoting WPI I(hereafter referred as Company) products in India. We hope you can add a lot of value to our activities in India and grow with the Company.

The compensation package would be divided into fixed gross salary and performance based variable incentive:

A. Fixed Gross Salary :

Gross : Rs. 16,000/- Per Month

B. Performance Based Variable Incentive :

The variable incentive would be in the form of ex- gratia bonus, which would be paid as decided by the company. This will be over and above the salary received for 12 months, on the basis of overall performance of WPI India. The management has the right to review this incentive structure as deemed necessary and appropriate and reserves the right to review the same. It is the prerogative of the management to grant this incentive to the individual employee.

- C. You will observe the company general rules and regulations.
- D Any tax liability arising from the compensation paid to you would be to your account.
- E. Company reserves the right to transfer you to any of its offices and alter responsibilities as deemed necessary.
- F. You will be appraised yearly as per company procedures.
- G. You will maintain the confidentiality of Company matters.
- H. In case of parting with the company, one month clear notice shall be given from either side.
- I You will be on a probationary period of Six months from the date of joining and there After a letter of confirmation will be issued.

You will receive a separate letter advising your job responsibilities in detail.

Wish you All the Very Best and look forward to working with you in WPII..

With best regards,
S. Sakinikar
Manager - HR & Admin
Bangalore-8

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