

Synopsis (India) Pvt. Ltd.

Prestige-Blue Chip Business Park,
1st Block, 1st Floor, No.9, Hosur Road,
Bengaluru - 560029, Karnataka, India.
Tel : +91 80 67426999
www.synopsisys.com
CIN : U85110KA1995PTC017634

January 03, 2020

Ms. Lakshmi Devi Bodicherla
Kadapa

Dear Lakshmi,

Further to your meeting with us, we approve of your training request at our facilities located at Synopsis (India) Private Limited, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as an Intern and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

- a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.
- b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from January 22, 2020 to January 21, 2021. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. SCHOLARSHIP

You will be paid a consolidated scholarship of Rs. 20,000/- (Rupees only) per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsis (India) Private Limited depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

- a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder
- b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts, and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.

7. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy.
Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

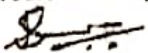
During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,



Sushma G Bhat
TeamHR

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

Signature: *B. Lakshmi devi*

Date: *06/01/2020*

SYNOPSIS®

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03-Jan-20

Lakshmi Devi Bodicherla

Dear Lakshmi,

We are pleased to offer you the following relocation package on actual expenses incurred by you up to a maximum limit of INR 30,000 to ensure that you have a smooth transfer to Synopsis India Pvt Ltd.

One-way economy class air fare/train fare/bus for Self	On Actual
Movement of household goods	Subject to approval of the best quote of at least two quotes submitted from transport movers.(Insurance for Jewelry and Artifacts will not be reimbursed by us)

In addition to the above relocation package, we would also arrange for a temporary accommodation in a service apartment/Hotel.

As per company's policy the expenses incurred on relocation, including temporary accommodation will be recovered from the Intern in full amount in case separation results before one year from the date of joining the organization.

Thanking you,

Yours sincerely,



Sushma G Bhat
Team HR

Date of acceptance

06/01/2020

Signature

B. Lakshmi Devi