

Swapnil Patil  
Rajveer Galaxy , B - 204, Dighi ,  
Pune - 411015

25<sup>th</sup> October 2019

Re: Internship & Trainee Contract

*Dear Swapnil,*

Pursuant to the vigorous selection process followed for selecting interns in our organization, we are pleased to accord you an 'Internship contract' with T-Systems with effect from 2<sup>nd</sup> December 2019 till 1<sup>st</sup> June 2020 based in our Pune office.

T-Systems ICT India is a subsidiary of T-Systems International GmbH, Germany and is a sister concern of Deutsche Telekom, a market leader in Telecom industry in Germany having over 225000 employees. By joining T-Systems, you become an integral part of a global organization, which offers array of global career opportunities and opens a door to new technology and innovative consulting assignments. T-Systems India has a presence in Pune, Bangalore & Gurgaon and is poised to make a quantum jump in growing its foot print in Indian IT Industry as 'Employer of Choice'.

Internship & Trainee Contract

During the period of your internship for 6 months, you would be imparted necessary technical and soft skills training to prepare you to take up a role as a 'Trainee' for subsequent period of 6 months starting from 2<sup>nd</sup> June 2020 till 1<sup>st</sup> December 2020 subject to you meeting minimum performance standards of our Company. Upon satisfactory completion of your Training period, you will be offered a regular role as "Associate Consultant" at Level 0 with effect from 2<sup>nd</sup> December 2020.

On joining the organization on 2<sup>nd</sup> December in Pune, you will be provided Appointment letter.

Compensation & Benefits

During the period of your internship, you will be paid a consolidated stipend of Rs.20,000 (Rupees Twenty Thousand only) per month and covered under Group Employees Insurance Plan for you and dependent family members. The insurance premium will be fully borne by the Company and will not be factored in your Gross compensation. You have to self-arrange your accommodation; we shall reimburse Rs.2100 per day for 14 days on submission of hotel bill.

Reimbursement of travel expenses up to Rs.6000 on submission of supporting original tickets. You will be also offered an advance of Rs.20000 to defray other daily expenses and will be recovered from your stipend in 6 months

Upon completion of your internship, your compensation will be revised to Rs.3,50,000 (Rupees Three Lac and Fifty Thousand only) per annum on cost to company basis excluding premium cost of Insurance Plan. The breakup of Stipend during the internship period and compensation during 'Trainee' period is mentioned in the attached sheet for better clarity and understanding. Should you have any queries with regard to your internship, Trainee period, please feel free to reach out to Team HR.

Expectations from Intern & Trainee

You are accorded an opportunity to quickly acclimatize with the various policies & practices, tools and techniques and project deliverables by taking self-initiative and responsibility to learn new technologies, programming skills and other skills that are quintessential to become a professional software developer and consulting engineer and live upto the expectations of your mentor and project manager assigned to you.

We hope you would view the above opportunity as stepping stone in your professional career and strive to excel in every assignment, role you are assigned with and add significant value to yourself and our organization.

Welcome on the board,

Yours faithfully,

Mahesh Gosavi  
Senior Manager –Talent Acquisition

Dhiraj Walgude  
Manager HR Operations & Employee Services

Signature of the Student: