

EXHIBIT - A

- *Your confirmation will be due in 3 months from the date of joining and will be based on your performance during this probation period. However, this is not applicable in case of Termination of your services from AMBC.*
- *You will be eligible for Gratuity, ESIC and the Provident Fund Programs as applicable and as per the relevant statutory requirements at that time.*
- *For employees who will be eligible for Joining Bonus (one – time) will be paid to you on successful completion of your probation. The Joining Bonus will have to be repaid back if you choose to leave AMBC within 12 months from your Date of joining with us.*
- *As AMBC is a growing organization, your services are transferable to any other place or office of the Company or to any subsidiary or associate company or client place. Such Transfer/deputation will be in accordance with the policies adhered by AMBC that are in effect at that time.*
- *At the discretion of the management, an annual bonus will be paid on individual and company performance as per the policy. Periodic performance review will be conducted to assess your performance and appropriate feedback will be provided. We are hopeful that the feedback provided will help enhance your professional skills.*
- *Your employment under this Agreement shall commence from the day you are on board and continue till the AMBC or you shall give Sixty (60) days written notice and mutual agreement for separation when you are in project, unless earlier terminated as herein provided. In case you are in Bench/Non-Performance, the relieving shall be in Thirty (30) days with mutual agreement.*
- *You will retire in the normal course from the services of AMBC on attaining the age of superannuation that is on the day of your 60th birthday.*
- *Management reserves the right to re-structure salary components.*
- *This offer of employment with AMBC Technologies (P) Ltd is subject to the successful completion of your Background Verification check conducted by AMBC or any agency appointed by AMBC to which you hereby consent. In case any information as given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu thereof.*