



Ref.: LM: Admin/HR. 2015-16
Date: 13/05/2016

LUCENT
Marcons Pvt. Ltd.

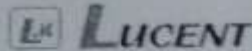
Plot No. B-110, Sector 65, Noida,
Uttar Pradesh, Pin Code 201301
TEL.: +91 120 4505050
FAX: +91 120 4505060
Email: info@lucent-india.com
URL : www.lucnet-india.com
CIN: U74991DL2006PTC148958

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Sumit Saini S/O Ved Prakash Saini, has worked as Sales & Service Engineer-T in our company from 07/12/2015 to 13/05/2016. He has been relieved from our company on 13/05/2016 on acceptance of his resignation letter.

His conduct and contribution during his working period was very good. We wish him success in future.

Authorised Signatory



Ref: LM: Adm/HR.:2015-16
Date: 07 Dec. 2015.

Mr. Sumit Saini
House No. 50, Behind Rajan Hospital
Near ITI, Shivpuri - B
Tehsil - Jagadhri
Dist - Yamuna Nagar - 135001
Haryana

01-709, Ansals Laxmi Deep Tower, 7th Floor
Laxmi Nagar District Centre, Vikas Marg,
Delhi - 110 092 (INDIA)
Tel: 91 11 22021 181 / 182
Fax: 91 11 22021 183
Email: info@lucent-india.com
URL: www.lucent-india.com
CIN : U74991DL2006PTC148958

Subject: LETTER OF APPOINTMENT.

Dear Mr. Sumit Saini,

With reference to your application for employment & the subsequent interviews, communications & discussions you had with us, we are pleased to offer you an appointment as a **Sales & Service Engineer - (Trainee)** at our Corporate Office in Noida, U.P. with effect from 07th Dec. 2015 on the following terms & conditions:

Designation:	Sales & Service Engineer - (Trainee)
Date of Joining:	Not later than 07 th December 2015.
Place of Posting:	Lucent's Corporate Office in Noida, UP.
Monthly (CTC):	Rs. 12,000.00 per month.* (Rupees Twelve Thousand only).

*Subject to deduction of income tax, as applicable deductions from time to time.

BENEFITS & REMUNERATION

You will be entitled to all the benefits accorded to & enjoyed by other staff as per the rules of the Company in force from time to time. Benefits such as P.F., incentives & others as prescribed under law shall be applicable only as per the statute in force from time to time. Unless & until your services are confirmed in writing, you'll not be entitled to the benefits of medical allowance, ex-gratia, LTA, Gratuity payment & other benefits voluntarily offered by the Company to the deserving staff.

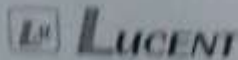
The Company shall have the right to vary, amend and modify any item/ components of the consolidated pay without adversely affecting the total compensation. In the event of any increase in any statutory allowance/ benefits, the Company shall have a right to make suitable reduction in any other allowance/ benefit in the Total CTC. The tax implications, if any, arising due to this change will have to be borne by you only.

RULES AND REGULATIONS

You'll be governed by the Company's rules & regulations which are currently in force & which may be introduced, amended or altered from time to time in relation to conduct, discipline, attendance, leaves, holidays and on all matters relating to service conditions, which shall be deemed to be terms & conditions forming the part of this letter of appointment.

Page: 1 of 4.





TRANSFER/FOREIGN TRAINING

You'll be posted currently at our Corporate Office in India but your services are liable to be transferred to any other place in the country, within the company at any time at the sole discretion of the Management.

In case the Company decides to depute you for a specialized training abroad, you'll have to sign a service bond with us prior to participating in that foreign trip. The terms & conditions of that bond will be intimated to you at the time of such a deputation.

MODE OF COMMUNICATION

For any service of notice or communication of any kind, you'll be informed by extraordinary post at the address given by you at the time of your joining or such other address which you may thereafter intimate to the Management. The Management may also paste a copy of the letter on the Office Notice Board which shall be considered to be sufficient service on you. In case of any change in your address, you will inform the Management in writing to this effect within one week of such change & get such new address recorded in your personal records.

CONDUCT & DISCIPLINE

You are expected to maintain fairly high standards of Conduct and Excellency in all your assignments & shall discharge your duties and responsibilities faithfully and to the best of your ability and talent. Company personnel are full-time employees and will not undertake any other business, work or public office, honorary or remuneratory post / assignment except with the written permission of the management in each case.

You will be governed by the service Rules and Regulations, administrative order(s), any such other rules/ orders of the company now in force and that may be in force from time to time.

FITNESS

The continuation of your service is subject to you being found & remaining medically (physically & mentally) fit.

SECURITY

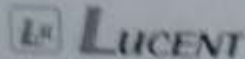
You'll not associate yourself in any way with any other company/firm/group or individual for any type of business for profit during the tenure of your appointment with us. You expressly undertake that you will not pursue or cause to be pursued any other business or activity either honorary or otherwise, which shall be detrimental to the interests of the Company.

You'll not divulge to any individual, group or organization, the Company's secrets of which you may be in possession, without the express permission of the Management, nor will you discuss with any such individual, group or organization, any facts of the company's policies/business activities.

Any work / project / assignment handled / developed by you individually or as a group during your employment with the company, or thereafter, will be the exclusive property of the company and you will not have any rights on it, whatsoever.

M/10/04





PROBATION & TERMINATION

You will be on four months training from the date of your joining. On successful completion of your training you'll be on probation for a further period of four months. On satisfactory/successful completion of your probation period, you'll be confirmed in writing. The training/probation period may be extended or curtailed at the sole discretion of Management depending upon your quantitative and qualitative performance.

Our company's policy is no doubt to retain employees & company normally does not terminate the service of an employee but in case it is beyond the control of the Management, then your services could be terminated by giving two month's notice in writing or by two month's salary in lieu thereof. The notice of two month from the management will not however be applicable when termination is occasioned due to reasons of misconduct / misbehavior / fraud / any part or full time involvement into the services or business for any other organization or such other disciplinary grounds. The notice under such circumstances will be restricted to only 24 hours.

Similarly, you are also bound to give two month's notice in writing, or by two month's salary in lieu thereof, if you wish to resign.

ABANDONMENT & AUTOMATIC TERMINATION

In the event of absence from duty for a continuous period of eight days including absence when leave though applied for but not granted, you'll lose your lien on service & shall be deemed to have abandoned the same. Under such circumstances your services will come to an end, without any notice or intimation & you will be liable to pay two month's salary in lieu of notice which shall be recovered from your salary or other dues. You will hand over the charge, the property and the material etc. of the company in your possession at the time of cessation of your employment with the company.

You will be liable to pay damage(s) to the company for the loss caused by you directly or indirectly, in addition to other legal remedies, which may be required for violating any of the provision of this appointment letter / agreement etc.

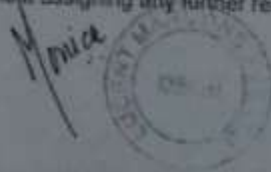
JOINING FORMALITIES

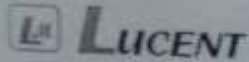
At the time of joining the Company you are required to produce the following documents/certificates:

- > Two passport size photographs
- > Original Certificates/Documents along with Photostat copies evidencing your date of birth and education qualification / experience. (Originals will be returned after scrutiny).
- > Last drawn Salary Certificate/Pay Slip.
- > Relieving Certificate from your previous employer, if employed.
- > Self attested copy of PAN card
- > Your Id & Address proof

VERIFICATION

Your appointment is subject to verification of the facts stated by you in your application/Bio-data/ Personal Data Form & otherwise. If at any time it is found that the information furnished by you is materially incorrect, false, suppressed or misrepresented, the Management reserves the right & discretion to terminate your services without assigning any further reason or notice.



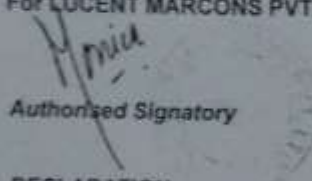


We'd like to take this opportunity to welcome you to our organization & wish you all the success & prosperity throughout your association with us.

Kindly return the duplicate of copy of this letter duly signed in token of having read, understood & accepted the contents of this letter.

With best wishes,

Yours sincerely,
For LUCENT MARCONS PVT. LTD.


Authorized Signatory

DECLARATION

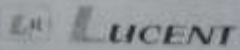
This is to confirm that the documents and the information provided by me to Lucent Marcons Pvt Ltd, for the purpose of employment is true & correct to the best of my knowledge & belief.

I also agree to the various terms & conditions set forth in this Contract Letter & I shall strictly adhere to the same.

READ, UNDERSTOOD & ACCEPTED BY:

(Mr. Sumit Saini)

Present Address:
C/O Mr. C.S. Khanna & B.D. Khanna
House No. B – 237 , Sector - 71 , Noida
Uttar Pradesh



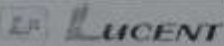
LUCENT MARCONS PRIVATE LIMITED
 B - 110, Sector - 65, NOIDA
 NOIDA - 201301
 PH . 0120 - 4505050

PAYSLIP FOR THE MONTH OF DEC. 2015

Emp Code:	D033	Total Days	25
Emp Name:	Mr. Sumit Saini	Absent Days	0
Dept:	Sales & Service Engineer (Trainee)	Leave Adjust.	0
D.O.J.	07.12.2015	Paid Days	25.0
Location:	Noida	Bank Name:	BOI, Patparganj
Desig:	Sales & Service Engineer (Trainee)	Payment Mode:	NEFT IN A/C NO.31768508942
Employee PF#			

EARNINGS: Monthly (Rs.)		Payable (Rs.)		DEDUCTIONS	
Basic	8,500.00	6,855.00	PF		823
H R A	0.00	0.00	ESI		155
Covey.	2,480.00	2,000.00			
TOTAL	INR 10,980	INR 8,855	TOTAL		INR 978

NET SALARY PAYABLE: INR 7,877
 Rupees Seven Thousand Eight Hundred Seventy Seven And Paise Forty Only



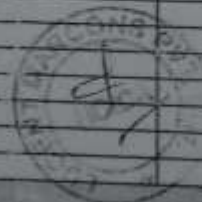
LUCENT MARCONS PRIVATE LIMITED
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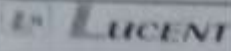
PAYSLIP FOR THE MONTH OF JAN. 2016

Emp Code:	D033	Total Days	31
Emp Name:	Mr. Sumit Saini	Absent Days	1.5
Dept:	Sales & Service	Leave Adjust.	1
D.O.J.	01.12.2015	Paid Days	30.5
Location:	Noida	Bank Name:	BOI, Patparganj
Desig:	Sales & Service Engineer (Trainee)	Payment Mode:	NEFT IN A/C NO.31768508942
Employee PF#			

EARNINGS: Monthly (Rs.)		Payable (Rs.)		DEDUCTIONS	
Basic	8,500.00	8,362.90	PF		1,004
H R A	0.00	0.00	ESI		189
Covey.	2,480.00	2,440.00			
TOTAL	INR 10,980	INR 10,803	TOTAL		INR 1,193

NET SALARY PAYABLE: INR 9,610
 Rupees Nine Thousand Six Hundred Nine And Paise Ninety Only





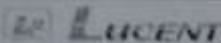
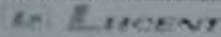
LUCENT MARCONS PRIVATE LIMITED
 B - 110, Sector - 65, NOIDA
 NOIDA - 201301
 PH . 0120 - 4505050

PAYSLIP FOR THE MONTH OF FEB. 2016

Emp Code:	D033	Total Days	29
Emp Name:	Mr. Sumit Saini	Absent Days	0.5
Dept:	Sales & Service	Leave Adjust.	0.5
D.O.J.	01.12.2015	Paid Days	29.0
Location:	Noida	Bank Name:	BOI, Patparganj
Desig:	Sales & Service Engineer (Trainee)	Payment Mode:	NEFT IN A/C NO.31768508942
Employee PF#			

EARNINGS: Monthly (Rs.)		Payable (Rs.)		DEDUCTIONS	
Basic	8,500.00	8,500.00	PF		1,020
H R A	0.00	0.00	ESI		192
Covey.	2,480.00	2,480.00			
TOTAL	INR 10,980	INR 10,980	TOTAL		INR 1,212

NET SALARY PAYABLE: INR 9,768
 Rupees Nine Thousand Seven Hundred Sixty Eight Only



LUCENT MARCONS PRIVATE LIMITED
 B - 110, Sector - 65, NOIDA
 NOIDA - 201301
 PH . 0120 - 4505050

PAYSLIP FOR THE MONTH OF MAR. 2016

Emp Code:	D033	Total Days	31
Emp Name:	Mr. Sumit Saini	Absent Days	1
Dept:	Sales & Service	Leave Adjust.	1
D.O.J.	01.12.2015	Paid Days	31.0
Location:	Noida	Bank Name:	BOI, Patparganj
Desig:	Sales & Service Engineer (Trainee)	Payment Mode:	NEFT IN A/C NO.31768508942
Employee PF#			

EARNINGS: Monthly (Rs.)		Payable (Rs.)		DEDUCTIONS	
Basic	8,500.00	8,500.00	PF		1,020
H R A	0.00	0.00	ESI		192
Covey.	2,480.00	2,480.00			
TOTAL	INR 10,980	INR 10,980	TOTAL		INR 1,212

NET SALARY PAYABLE: INR 9,768
 Rupees Nine Thousand Seven Hundred Sixty Eight Only