



NCR Corporation India Pvt. Ltd.
Raheja Mindspace IT Park,
Building 12C, 8th Floor,
Survey No. 64, APIIC Software Layout,
HITEC City, Madhapur, Hyderabad,
Telangana 500081
Tel.: +91 - 40 - 6799 3388

NCR University Hire Offer of Employment

PERSONAL AND CONFIDENTIAL

Dear Mohammed Saif,

Welcome to NCR, a global technology company that runs the everyday transactions that make your life easier. With a global presence in 180 countries, our employees around the world offer a broad perspective and range of skills that enable our customers to make every customer interaction with their business an exceptional experience.

We are pleased to present you with this offer of employment at NCR. I am certain you will be a key contributor to this organization. On behalf of my team, we look forward to you joining us.


Employer: NCR Corporation India PVT. LTD. (the 'Company')
Position: Software Intern
Reporting To: Srinivas Maddipatla
Business Unit: SWT - Banking Services
Location: Hyderabad

However, you will complete your internship at any other location of NCR, when required as part of your internship.

Start Date: Your employment shall commence on **January 6, 2020**.

Internship Period: Duration of your internship will be until **June 30, 2020**, from the date of joining. Upon successful completion of your internship you will be offered a full-time employment in the position of Software Intern with following compensation structure:

1. Base salary of **Rs. 283,619.00** per annum;
2. Flexible Compensation Plan (FCP) equal to 130% of base salary; and
3. You will be eligible for participating in NCR Discretionary Rewards Plan (NDRP)
4. Total compensation of Rs. **700,000** per annum.



Further details of FCP and NDRP will be included in your offer letter. In addition, you will be provided statutory benefits like Provident Fund and Gratuity payable in accordance with applicable law.

Stipend: During the internship period, you shall be paid a fixed stipend of **Rs 25,000.00** per month.

Notice and Termination: NCR shall be free to terminate your internship at any time, without any notice or stipend in lieu thereof in the event of any disobedience, insubordination, misconduct and breach of any rules and regulations of NCR, inefficiency, negligence, or physical or mental disability on your part. NCR or you may terminate your internship at any time without assigning any reason by giving 15 (fifteen) days' notice or payment (based on stipend) in lieu thereof.

Background Check: Your internship will be subject to a satisfactory background check by NCR on its own or through an outside agency.

Final Public Examination: NCR's offer of your employment in the position of SWT - Banking Services, will be subject to you passing the final Diploma/Engineering examination for the academic session completing by 2020.

Rules of the Company: You shall abide by the rules and regulations of NCR that are in force during the period of your internship with the company.

Confidential & Proprietary Information:

All information including but not limited to information relating to NCR's product or services, inventions, programs, designs, methods, system, developments, trade secrets, certain plans and procedures, financial information, processes, data, concepts, ideas, strategies, analyses, surveys, and / or other proprietary information either relating to the past, present or anticipated business of the company or to its customers shall be considered as "Confidential and Proprietary Information".

You undertake and agree that you shall retain strictly confidential and not disclose such information, whether directly or indirectly, to any unauthorized person or misuse such information, whether directly or indirectly, to any unauthorized person or misuse such information during the course of your internship or thereafter.

To the extent that you may have acquired any intellectual property rights by operations of the law which shall become part or whole of such Confidential and Propriety Information, you hereby confirm that such intellectual property rights shall belong to NCR and be assigned or transferred by you to NCR and NCR may, at its own expense, request you to sign all documents or instrument to effect such assignment or transfer.

Security Awareness

It is crucial that NCR operates with the highest level of security to maintain its reputation in the marketplace and reduce any potential risk to the Company. As part of your orientation to the Company, all employees, including senior management, are required to complete NCR Security Awareness training. The training must be completed within 30 days of your start date. Directions for accessing the training will be provided via email after your start date.

The 30-minute web-based training course educates employees on the importance of information security and how to protect NCR data. Upon completion of this course, you will be able to identify NCR's security policy and standards, understand data classification and handling, identify security practices for electronic communications, and define social engineering. As part of NCR's ongoing commitment to securing the data of our company, customers and employees, you will be required to participate in Security Awareness training annually.

Your completion of NCR Security Awareness training demonstrates your personal commitment to information security and protecting the NCR brand.

Code of Conduct

As part of your orientation to the Company, employees, including senior management, are required to complete the Company's Code of Conduct. This training must be completed within 30 days of your start date. Directions for accessing the training will be provided via email after your start date.

Employees with computer access must complete a 30-minute web-based training and certification module. This module is designed to familiarize you with our global standards of business conduct. While we recognize there are local laws and regulations that must also be followed, it is important that all employees understand and adhere to our global standard of business conduct. For employees who do not have computer access, please obtain a copy of the Company's Code of Conduct and certification form from your manager and it will be returned to the NCR Corporation, Ethics & Compliance Office, 864 Spring St. NW, Atlanta, GA 30308 USA.

This offer for internship is contingent upon your agreement to the conditions outlined in this letter, in Appendix A and in the Inventions Assignment and Confidentiality Agreement; including passing a background check.

You should note that this offer will be withdrawn if your acceptance has not been confirmed within seven (7) days of the date of this letter, unless specific alternative arrangements have been agreed.

I am excited about the contributions, experience and knowledge you bring to NCR. We have assembled some of the best and brightest professionals in the industry; and we look forward to having you as part of the team.

If you have any questions regarding the details of this offer, please contact HR Dept. at +91 01244353268. Monika will make the necessary arrangements to ensure any additional questions you may have are addressed, so you are able to make an informed decision.

Sincerely,

Monika Marwah

University Hiring Leader - India

Accepting this Offer of Employment:

By accepting and signing the Company's offer of employment you certify to the Company that you are not subject to a non-competition agreement with any company or to any other post-employment restrictive covenants that would preclude or restrict you from performing the Company position being offered in this letter. We also advise you of the Company's strong policy of respecting the intellectual property rights of other companies. You should not bring with you to your position any documents or materials designated as confidential, proprietary or trade secret by another company, nor in any other way disclose trade secret information while employed by the Company.

You further acknowledge that this employment letter reflects the general description of the terms and conditions of your employment with the Company, and is not a contract of employment for any definite duration of time. The employment relationship with the Company is by mutual consent ("Employment at Will"). This means either you or the Company have the right to discontinue the employment relationship with or without cause at any time and for any reason.

I have read the foregoing information relative to the Company's conditions of employment and understand that my employment offer is conditioned upon their satisfaction. This also acts as a legally-binding electronic signature.

Saif