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POLARIS
live your dream

Ref No: Campus/15-16/229

Date: 26-Jan-16

Anusha Kommuri
Andhra Pradesh

Dear Ms. Anusha Kommuri,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

The journey that lies ahead is filled with challenges and would require all of us to pool our resources together and work as a cohesive team. We trust that your credentials are well suited to this task of Organization building. Here we build relationship through openness, participation and non-hierarchical reaching out. We encourage transparency in all that we do; we do not put on "confidentiality", "position", and "exclusive" labels on our relationship with people. You are encouraged to reach out to people foster positive ideas, and seek clarifications on any issue that draws your attention. Within the Organization we recognize every one of our associates as our internal customer.

In order to guarantee an enriching career, the Organization has needed to invest in cutting-edge technologies, impart extensive and intensive training and provide world-class infrastructure and environment. This requires us to create a win-win situation. Against this backdrop we have orchestrated the **Advanced Learning Program**.

School of Financial Technology (SOFT) @ Polaris shall take care of your complete learning journey. A blend of programs ranging from technology, behavioral, language school, domain-related and much more is part of our offerings. The learning team also offers an assortment of e-learning modules to be updated with the current trends of learning. Focusing our programs on the basis of "The Learning Architecture", we are here to handhold you throughout your tenure at Polaris.

We are delighted to invite you to join our Advanced Learning Program. You would be required to sign a separate Agreement to Learn and Perform (ALP), as in order to enhance your role it is essential for you to undergo training programs for handling the high technology equipment and methodologies required for providing services. The Organization has estimated an investment for Rs. 200,000 (Rupees Two Lakhs Only) for your growth and to make you a trained associate to deliver High Performance, Technology Based, Business Applications, on Time and on Cost. In agreement with the above terms, the Organization expects you to serve Polaris for a minimum period of 36 months from the date of joining the Company. If you decide to leave the Organization before expiry of this period, the same amount of Rs. 200,000 (Rupees Two Lakhs Only) would need to be reimbursed to the Company at the time of your exit.

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