



MSI Global Private Limited

WAGE DEDUCTION AUTHORIZATION AGREEMENT

I understand and agree that my employer, MSI Global Pvt. Ltd. , may deduct money from my pay from time to time for reasons that fall into the following categories:

- I. if I receive an overpayment of wages for any reason, repayment to the MSI Global Pvt. Ltd. of such overpayments (the deduction for such a repayment will equal the entire amount of the overpayment, unless the MSI Global Pvt. Ltd. and I agree in writing to a series of smaller deductions in specified amounts);
- II. the cost to the MSI Global Pvt. Ltd. of personal long-distance calls I may make, or messages I may send, using MSI Global Pvt. Ltd. phones (land lines or cell phones) or MSI Global Pvt. Ltd. accounts, of personal faxes sent by me using MSI Global Pvt. Ltd. equipment or MSI Global Pvt. Ltd. accounts, or of non-work related access to the Internet or other computer networks by me using MSI Global Pvt. Ltd. equipment or MSI Global Pvt. Ltd. accounts;
- III. the cost of repairing or replacing any MSI Global Pvt. Ltd. supplies, materials, equipment, money, or other property that I may damage (other than normal wear and tear), lose, fail to return, or take without appropriate authorization from the MSI Global Pvt. Ltd. during my employment;
- IV. the reasonable cost or fair value, whichever is less, of meals, lodging, and other facilities furnished to me by the Company in connection with my employment;
- V. if I take paid vacation or sick leave in advance of the date I would normally be entitled to it and I separate from MSI Global Pvt. Ltd. before accruing time to cover such advance leave, the value of such leave taken in advance that is not so covered;
- VI. the value of any time off for absences to which paid leave is not applied; and

I agree that the Company may deduct money from my pay under the above circumstances, or if any of the above situations occur. I further understand that MSI Global Pvt. Ltd. has stated its intention to abide by all applicable central and state Indian wage and hour laws and that if I believe that any such law has not been followed, I have the right to file a wage claim with appropriate agencies.

Signature of Employee

(Employee's Name - Printed)

Email:

Date