LTI

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Adnan Anjum

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Adnan Anjum,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,51,968/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Strictly Private and Confidential

Date:12-Jul-2021

Afreen Khizar
C9746326

1046, 3rd block, Maddani nagara Chikkabanavara, Bengaluru - 90

9110418177

Dear **Afreen Khizar**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

candidate's Signature

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Reference Id: 971d17ff-ab05-4038-839e-cc80acc2f9fb_1
Signed By: Mahesh Vasudeo Zurale

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	**450000**

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

ACCORD
Inspired to be innovative

Ms. P AFREEN
D/o. Shri P Ameen Saheb
25, Near Anganwadi,
kandagal, Hadagali ,
sovenahalli , Bellary, Karnataka 583214

Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Ms. AFREEN:

We are happy to inform you that you are selected for a job in our company. We offer you employment once you successfully complete your course.

We are pleased to offer you the position of **"Engineer Trainee- Software"** in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of **Rs. 30,000/-** (CTC Thirty thousand rupees only) and it will be credited to respective Bank salary account.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on the basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The Company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on Company work both, local and outstation, for which you will be paid travel expenses as per the Company policy.

You are required to report for the duty on **September 13, 2021**. This offer stands valid till **September 13, 2021** unless extended by Accord in future communication.

Kindly confirm your acceptance of the offer through email. In case you do not report on the above date without intimation your appointment stands cancelled.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru-560 057

Accord Global Technology Solutions Private Limited
No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105, Fax: +91-80-25352723
www.accord-global.com
Corporate Identity Number: U74999KA201 6PTC093101

As per your record produced to us, your date of birth is **June 11, 2000.**

We welcome you to Accord Global Technology Solutions Private Limited and Look forward to have a long and fruitful association.

Please note: Our further communication will be through email only.

Your Sincerely,
For Accord Global Technology Solutions Private Limited.

Raghavendra K S

Raghavendra K S
Group Manager - HR

August 31, 2021.

Sapthagiri College of Engineering
Principal
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Accord Global Technology Solutions Pvt. Ltd.
No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105, Fax: +91-80-25352723
www.accord-global.com
Corporate Identity Number: U74999KA201 6PTC0931 01

Gmail Srikanth Parande <parandesrikanth25@gmail.com>

Fwd: Offer Letter - EnggiSer Consultancy Services !!!

1 message

Latha A <alatha@sapthagiri.edu.in> Thu, Nov 11, 2021 at 2:24 PM
To: Srikanth Parande <parandesrikanth25@gmail.com>

---------- Forwarded message ---------
From: **aishwarya P** <aishtcp@gmail.com>
Date: Tue, Oct 5, 2021, 11:34 AM
Subject: Re: Offer Letter - EnggiSer Consultancy Services !!!
To: alatha@sapthagiri.edu.in <alatha@sapthagiri.edu.in>

Aishwarya P (1SG17CS005)

On Mon, 30 Aug 2021, 10:19 am HR Department| EnggiSer, <hr@enggiser.com> wrote:

Hi AISHWARYA ,

Greetings of the Day from HR Department!!!

With reference to your subsequent Interview which you had with us, We are placed to Offer you post of **Management Trainee** in EnggiSer Consultancy Services. As per our discussion you are advised to join the company on or before DOJ 1st September 2021 for 2 months free internship then with the salary of 10,000 rs/Month.

Post 6 months of your joining your hike will be to 12,000 to 15,000 rs/Month depending on your knowledge , thereafter there will be a yearly hike between 10% to 30% .

We believe that your knowledge, skills and experience would be an ideal fit for our programming team. We hope you will enjoy your role and make a significant contribution to the overall success of EnggiSer Consultancy Services.

Please acknowledge this as Offer Letter by confirming to the Email as a token of your acceptance.

Looking forward for long term association.

Note : Attached is company brochure for your reference .

Important Notice: As discussed you advised to stay with the company for 2 years , only after completing 2 years you will receive all necessary exit formalities & reference

--

Best Regards,

HR Department
EnggiSer Consultancy Services
Hyderabad - India
Email: hr@enggiser.com
USA : +01 (703) 879-2937
WWW.ENGGISER.COM

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Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20206543678/Bangalore
Date: 09/01/2021

Mr. Akarsh Singh
#833, Room No. 20211th Cross B,
Agb Layout, Jalahalli West,
Bengaluru-560090,
Karnataka.
Tel# -

Dear Akarsh Singh,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mindtree
A Larsen & Toubro Group Company

Date:07-Jul-2021

To

AKHILESH R MADHYASTHA
INDIA

Dear AKHILESH R MADHYASTHA,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Akhileeh.RM

Principal
Sapthagiri College of Engineering
Hesaraghatta Main Road

DocuSign Envelope I [illegible]F5-4651-B3DF-E2811CF13580

Internship Offer Letter

Mr. Aman [illegible]rma
[illegible]d. Verma
[illegible]d, Street no-4,
[illegible]-845401

Date: 20 January 2021

[illegible]o our campus drive in your college on 14th December 2020, we are delighted to offer [illegible] "Associate Consultant" at XCD HR Private Limited (India) working out of our [illegible] situated at Unit 302, Brigade Rubix, HMT Main Road, Jalahalli, Bangalore – 560 [illegible]m 01st March 2021.

[illegible]o will be effective for 5 days a week for a period of 6 months from 01st March 2021 [illegible]2021, depending on your class schedule as decided by your College and University. [illegible] stipend offered during this period is INR 10,000/- (INR Ten Thousand only) per [illegible]s and conditions of the internship are contained in Annexure 2 and the details of [illegible]as below.

[illegible]fessional Services
[illegible]r [illegible] 09:30 AM to 06:30 PM

Employment Type: Internship
Manager: Fazilath Afif

[illegible]erformance and prevailing Company dynamics at the end of your internship, you [illegible]n opportunity to convert internship to full time employment. In such a case, the [illegible] employment will be subject to you signing a Service Agreement with XCD for a [illegible]ths from the date of full time employment (excluding internship).

[illegible]uestions on the role, or the Contract, then please do not hesitate to contact me [illegible]e sent a copy of this Offer Letter by e-mail and may accept this offer by e-mail. [illegible] for seven days.

[illegible]te Limited

21 January 2021 | 11:03 GMT

[illegible]imited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

DocuSign Envelope ID: [illegible]F5-4651-B3DF-E2811CF13580

ANNEXURE 2

MS and CONDITIONS:

appointed to work in our office in Bangalore. You may be transferred or required to travel y's business/training at the discretion of the Company.

rk

basic hours of work are 40 hours per week. Standard working hours will be Monday to o 6:30 PM including 45 minutes break for lunch. When work demands, at times of meeting will be required to work overtime, in lieu of which, no additional payment will be made. may be required to work at the weekends or on holidays, but a day off will be given in lieu

ve been engaged for a specific position, the company can transfer your services from one her, on department/entity to another, one shift to another. Your services can also be y of the company's subsidiary companies, associate companies, partners, affiliates etc., or abroad depending on the exigencies of the business.

les

to perform effectively to achieve required results. Your performance will be periodically e feedback will be shared with you. In the event of your performance not measuring up to of your supervisor, the company reserves the right to take appropriate disciplinary action ng termination of your employment.

ration/Termination

terminate your services by giving a notice of one week in writing. However, the individual month written notice before termination. The Company however, reserves its right to mployment by giving you salary for one week in lieu of the notice.

n of your employment, you must immediately return to the Company in accordance with ll equipment, correspondence, records, specifications, software, models, notes, reports ents (and any copies thereof) and any other property belonging to the Company or its anies (including but not limited to the Company car, keys, credit cards and passes) which ssion or under your control. You will, if so required by the Company, confirm in writing plied with your obligations under this Clause.

rest

th the Company calls for your whole-time employment and you will devote yourself business of the Company. You will not take up any other work for remuneration (part) or work in an advisory capacity or be interested directly or indirectly in any other trade ut prior written consent from the Company during your tenure of association with the

formation

during your employment (except in the proper performance of your duties) nor at any l) after the termination thereof, directly or indirectly use for your own purposes or those na, company, business entity or other organisation, or disclose to any person, company, other organisation, any trade secrets or confidential business information

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DocuSign Envelope ID: [illegible]5-4651-B3DF-E2811CF13580

nging to the Company or its Associated Companies, including but not limited to any such ting to customers, customer lists or requirements, price lists of pricing structures, les information, business plans or dealings, employees or officers, financial information ns, formulae specific technical information, research activities, any document marked r any information which you have been told is confidential or which you might reasonably pany would regard as confidential, or any information which has been given to the Company d Company in confidence by customers, suppliers and other persons.

ntions and Patents

ents, papers (including copies and summaries thereof) and other copyright protected quired by you in the course of your employment shall, together with all the worldwide ign rights in all such works, be and at all times remain the absolute property of the

---

Acceptance of Offer

ereby confirm that I wish to accept this internship offer and acknowledge that I have read eneral Terms and Conditions.

21 January 2021 | 13:50 GMT

Date

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys

July 27, 2021

HRD/3T/21-22/1002125620

Mr. Arjun Singh
Candidate ID: 1002125620
Sapthagiri College Of Engineering Boys Hostel, Room No. A11
Agb Layout
Bangalore - 560090
Bangalore
India
Ph: (91) 97393 93599

Dear Arjun,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Navigate your next

August 16, 2021

HRD/3T/1002125620/21-22

Mr. Arjun Singh
Sapthagiri College Of Engineering Boys Hostel, room no. A11
AGB Layout
Bangalore-560090
India

Ph: +91-9739393599

Dear Arjun,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.16 22:26:42 IST
Reason: Digitally Signed
Location: Bangalore

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	**Mr. Arjun Singh**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,00
BASKET OF ALLOWANCES	4,47
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,85
IONTHLY GROSS SALARY	**22,32**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	15

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,8(
GRATUITY - 4.81% of Basic Salary*	7:
FIXED GROSS SALARY (1+2+3)	**25,0(**
TOTAL GROSS SALARY	**25,0(**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employ
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / lo allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / lo allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Sapthagiri College of Engineering
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Bengaluru - 560 057

ANNEXURE - II
(Compensation post Unit allocation)

	COMPENSATION DETAILS (All figures in INR per month)
NAME	**Mr. Arjun Singh**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,00
BASKET OF ALLOWANCES	4,47
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,85
MONTHLY GROSS SALARY	**22,32**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	15

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,80
GRATUITY - 4.81% of Basic Salary*	72
FIXED GROSS SALARY (1+2+3)	**25,00**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employ
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / lo allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / lo allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Gmail

Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Offer_appoint_2021_Arun_Kumar_SV_1SG17CS013_Mphasis

1 message

Latha A <alatha@sapthagiri.edu.in> Fri, Oct 1, 2021 at 10:04 AM
To: Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

---------- Forwarded message ---------
From: **Arun Kumar SV** <arunkumarsv002@gmail.com>
Date: Sat, Jul 24, 2021, 9:20 AM
Subject: Offer_appoint_2021_Arun_Kumar_SV_1SG17CS013_Mphasis
To: <alatha@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Tue, 18 May 2021, 9:34 pm
Subject: Mphasis_Letter of Intent!!
To: arunkumarsv002@gmail.com <arunkumarsv002@gmail.com>

Ref.No- **MPHTH_CD2021-0039**

Dear Arun SV,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!!

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

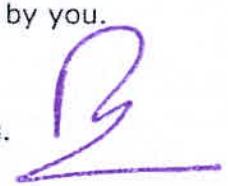
As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.



Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SOCIETE GENERALE

Global Solution Centre

July 22, 2021

Offer No: SG19316
Mr. Ayan Biswas
7th Cross, Building no. 50
Hanumanthe gowder Road
Bangalore - 560057

Sep6322

Dear Ayan,

Sub: Offer Letter

Further to the interviews you have had with us, we are pleased to offer you a position as "Software Engineer" in Société Générale Global Solution Centre Private Limited ("Company" or "SG GSC"), Bangalore.

Your annual basic salary will be Rs.200,000/- (Two Lakhs Only). In addition, you will be entitled to other benefits as per the Company's compensation policy as detailed under this employment agreement ("Agreement").

This offer of employment is contingent upon successful completion of your background check. The background verification would take approximately a minimum of four (4) weeks from the day all documents asked by SG GSC team are submitted. Your prospective date of joining the Company, post successful completion of the background check, has been calculated as August 16, 2021, therefore you should plan to report for duty on August 16, 2021, at 9:30 am. However, please note that the actual date of joining will be confirmed to you by your respective recruiter through a separate mail, and your failure to join on the date confirmed will render this offer of employment withdrawn.

Please arrange to produce the following documents for our records at the time of joining: (In case you do not have any of the below document, please discuss this with your recruiter).

1. Relieving letter or Resignation acceptance with last working date and employee code (Hardcopy or email) is mandatory
2. Service certificates and last three (3) months salary slips from your current employer
3. 10 Passport Photographs

Kindly send your e-mail acceptance of our offer for our records.

Looking forward to a long and fruitful association with you.

Yours faithfully,
For **Societe Generale Global Solution Centre Pvt Ltd,**

Mohit Sharma
Head - Talent Acquisition

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

D-SR/C-SJ

SOCIETE GENERALE

Global Solution Centre

Annexure: Salary Entitlement - 2021

Name : **Ayan Biswas**

Role Title : **Software Engineer**

S. No.	Salary Components	Amount in INR Per Annum
1	Basic	200,000
2	Cash Allowances House Rent Allowance (max 40% of Basic Salary for Non Metro & max 50% of Basic Salary for Metro) Telephone Reimbursement (max 36000/- per annum) Leave Travel Assistance (max 75000/- per annum) Food Coupons (max 26400/- per annum) Upskilling Allowance (max 15000/- per annum) Car Lease** (max 40% of cash allowance per annum) **Car Fuel (max 120000/- per annum) -If car lease availed **Car Driver's Salary (max 96000/- per annum) -If car lease availed Children Education Allowances (max 2400/- per annum) Balance of allowances will be paid as Taxable Allowance	200,000
Gross Salary		**400,000**
3	Employer's Provident Fund	24,000
4	Gratuity	9,620
Gross Salary + Retirals		**433,620**
5	Variable Pay *	33,333
Cost to Company		**466,953**

Note:

a.
- All reimbursements will be governed by the Income Tax laws in place and as may be amended from time to time
- Statutory benefits such as Provident Fund and Gratuity etc., will be paid as per the applicable regulations
- Any other allowance payable shall be as per the company policy.
- Retirals are employer's provident fund contribution and gratuity

b. **Variable Pay ***

You will be entitled to a variable pay based on your individual and the Group's performance for the year. Should you join us between October 01st and December 31st of the year, your entitlement to variable pay will commence from the beginning of the subsequent calendar year. Disbursement of variable pay, which is at the absolute discretion of the company, is along with the payroll for the month of March, in the following year.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

SOCIETE GENERALE

Global Solution Centre

c. **Benefits**

i. (You would be entitled to avail the below mentioned benefits, which is governed by the prevailing company policies)

Detail	Maximum Coverage Amount
a. Work Enablement: Reimbursement towards standalone broadband, Parking and Transport expense.	28,800

ii. Insurance Benefit for Health and Personal Accident Cover - applicable as per company policy.

Detail	Maximum Coverage Amount
a. Group Medical Insurance (coverage for self, spouse, child and parents). Top-up Medical coverage can be availed with options 1 lakh, 2 lakhs, 3 lakhs, 5 lakhs, 10 lakhs & 15 lakhs (Family Floater) at a subsidized rate, premium to be borne by the employee.	500,000
b. Group Personal Accident (Coverage for self only)	1,000,000
c. Group Term Life Insurance (Coverage for self only)	Minimum 25 lakhs or 3.5 times Gross Salary with a cap of 2.5 Crores

You hereby acknowledge that this offer is subject to a background verification to be conducted by the company. On background verification, if any information provided by you is found to be false, the company at its discretion may terminate your services with immediate effect.

Accepted

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

August 11, 2021
Ref: LTI/HR/EN3/T0030457

Mr. B Prashanth Byrappa

#243/3 , Sri Venu Gopala Swami Layout ,Near SVIT College , Kakolu RoadRajanukunte , Bangalore
Bangalore-560064
Karnataka,India
Tel: 7019647361

Dear Mr. B Prashanth Byrappa,

LETTER OF APPOINTMENT AS GRADUATE ENGINEER TRAINEE

With reference to the Offer Of Employment given to you, we have pleasure in appointing you as a Graduate Engineer Trainee on the following terms and conditions:-

1. MEDICAL FITNESS AND OTHER REQUIREMENTS

a) Being found medically fit by our authorized doctor.
b) Conforming to the eligibility criteria mentioned in the offer of employment issued to you.
c) Signing Letter of Undertaking with the company and /or Bank Guarantee as per the specified format.
d) Clear scan copy of mandatory documents to be uploaded within one week in the portal.

2. PERIOD OF TRAINING

The Period of training will be one(1) year from the date you report for training.If applicable, during the training you will be registered with the Director of Training and Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.

Your training will commence on August 13, 2021 and will consist of classroom and/or on the job training. It is essential that you join on the date as mentioned above. If you do not report for training on the stipulated date, this letter of appointment will stand withdrawn.

During the training you will be registered with the Director of Training and Regional Central Apprenticeship Adviser under the Government of India Apprentices Act, 1961.

During the training period, you will be continuously evaluated. In case you do not complete the training to our satisfaction, the appointment stands automatically cancelled.

3. STIPEND & ALLOWANCES

During the course of your training, the Company will pay you Stipend and Allowances as per details in the **Annexure enclosed.** In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

BPB

11/08/2021

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Main Road
Bengaluru-560 057

Infosys
Navigate your next

HRD/3T/10023919 17/21-22

September 13, 2021

Ms. Bhagayshree B Yargal
#425 2Nd Cross Sapthagiri Layout Chikkasandra Bangalore
#425 2Nd Cross Sapthagiri Layout Chikkasandra Bangalore
Bangalore-560057
India

Ph: +91-9972860586

Dear Bhagayshree B,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.13 14:03:13 IST
Reason: Digitally Signed
Location: Bangalore

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/3T/1002393082/21-22

September 8, 2021

Mr. Bharath Kumar R S
Ragimuddana Halli
Ragimuddana Halli
Tumkur-572120
India

Ph: +91-9513101465

Dear Bharath Kumar,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.08 01:00:57 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

BHARATHI J
INDIA

Dear BHARATHI J,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Bharathi J

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, BHARATHI J, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Bharathi J Bharathi J | Jul 8, 2021 22:10 (GMT+5.5)
Your Name in Capital letters	BHARATHI J

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **BHARATHI J**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : **BHARATHI J**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Bharathi J

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

1

Mr./Ms. CHAITHANYA S RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- **PROCESS** - MUTUALLY AGREED SCHEDULED.
- **OPPORTUNITY/s** - Will get maximum Ten (10) employment Opportunities to select, sequentially.
- **PROFILE** - To be finalized on educational qualification, interest & Necessary Discussion.
- **LOCATION**- Candidate's Own State Or Neighboring State or As Per Opportunities.
- **CONFIRMATION**- After accepted of the desirable opportunity, subsequent process completion the joining / confirmation letter to be provided.
- **FINANCIAL BENEFIT –**
  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC,
  - DIPLOMA - UPTO 2.5 PA/- CTC
- **DOCUMENTATION** - If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.**03.2021.**
- **SKILL ENHANCEMENT PROGRAM** -
  - **CORPORATE BEHAVIOURAL SKILL, ADVANCED OFFICE PRODUCTIVITY & REGULAR ENGLISH USE** – It has been designed for the technical students, it is 15 hours program. To be conducted on virtual/digital platform. Will cover the followings...
  - MODULE-I - COMMUNICATION & PROFESSINALISM -
  - MODULE-II - RIGHT PROFILE – RIGHT POSITION
  - MODULE – III - "WORK FROM HOME-NEW WAY TO EXPLORE PROFESSIONALISM
  - MODULE – IV-CORPORATE ETIQUES

- **REIMBURSEMENT** - All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
- **BOND** - No Bond (Financial/Service) Applicable Except Service Protocol & Notice period.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

(Digital Copy ,Therefore, Signature is Not Required as sent from Registered eMail Box)

WORKING HOURS - MONDAY -FRIDAY -11 AM TO 4 PM

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Global Delivery Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com.

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:
Urmimala Sarkar
DD4D480B41314B9

URMIMALA SARKAR
ASSOCIATE DIRECTOR – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by ***7-March-2021*** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: 7-Mar-2021

C Murali Gopal

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hasaraghatta Main Road
Bangaluru - 560 057

Confidential

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

6-March-2021
C Murali Gopal
Sapthagiri College Of Engineering

Dear C Murali Gopal,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, CHANDAN PATIGE, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Chandan.P
Your Name in Capital letters	CHANDAN PATIGE

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **CHANDAN PATIGE**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : **CHANDAN PATIGE**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Chandan P

Offer: Com ultancy
Ref: TCSL/ 332/Bangalore
Date: 09/

Ms. Chand
#42,Srinivas adakatte,
Near Metr
Bangalor
Karnataka
Tel# 91-99

Dear Chan

Sub: Let

Thank yo g career opportunities with TATA Consultancy Services Limited (TCSL). You have completed our initial selection process and we are pleased to make you an offer.

This offer your profile and performance in the selection process. You have been selected n of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of th velopment and maintenance projects across any of the business units of TCSL.

Your gro ding all benefits will be **₹3,36,877/-** per annum, as per the terms and condition n. Over and above this, you will also be eligible for Learning Incentives (Readin nd/or Competency Incentive) basis your performance in TCS Xplore Progra ou an additional earning potential of upto **Rs.60,000** during the first year.An les the break-up of the compensation package.

Kindly co eptance of this offer online through the option 'Accept Offer letter'. If not accepte t will be construed that you are not interested in this employment and this offe ly withdrawn.

After yo u will be given a joining letter indicating the details of your joining date an posting. The Joining letter will be issued to you only upon successful completio emic course, you meeting the TCS eligibility criteria & you completing the mandat learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

CONSULTANCY SERVICES
Bangalore 560 066 India
Website www.tcs.com
Nariman Point Mumbai 400 021

Withdraw

If you fail to [illegible] offer from TCSL within 7 days, it will be construed that you are not interested in [illegible] oyment and this offer will be automatically withdrawn.

Post acce[illegible] L Offer letter if you fail to join on the date provided in the TCSL Joining letter, the [illegible] automatically terminated at the discretion of TCSL.

We look f[illegible] ng you in our global team

Yours Sin[illegible]

For TAT[illegible] Services Limited

K Gane[illegible]
Global [illegible] ition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: An[illegible] fits and Gross Salary
An[illegible] f TCS Xplore Centres
An[illegible] ntiality and IP Terms

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
[illegible] EPIP Whitefield, Bangalore 560 066 India

TATA

GROSS SALARY SHEET

Annexure 1

	Chandana M
n	Assistant System Engineer-Trainee
ne	Sapthagiri College Of Engineering, Bangalore

Tai ails (All Components in INR)

	Category	Monthly	Annual
1)	nsation		
B		14,784	1,77,408
B		7,646	91,752
2	Pay**		
		1,700	20,400
	nce*	600	7,200
		200	2,400
	nts/Retirals		
		NA	7,900
		1,774	21,289
		711	8,533
	ls & Retirals	2,485	37,722
		NA	0
		27,415	3,36,877
	ntive****		Upto 60,000

fined Structure. In case, you wish not to restructure your BoB, TCSL
Table 2 will be applicable.
out on a quarterly basis upon successful completion of the TCS Xplore Program.
licable upon successful completion of the TCS Xplore Program.
0 if the employee is Single. If the employee is married or married with Children
needs to be added to the above mentioned amount.
paid over and above the CTC during first year, based on your performance in TCS
defined structure for BoB (All Components in INR)

ategory	Monthly	Annual
	5,914	70,968
	1,232	14,784
	500	6,000
BENEFITS	7,646	91,752

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

CHHAPOLIKA & COMPANY

Date: **August 16th, 2021**

Dear Deepa RM

OFFER OF EMPLOYMENT

We are pleased to offer you employment in our Organization Chhapolika & Company (hereinafter "CC" or "The Company"), as **Software Engineer** subject to the following terms and conditions:

1. Your employment with CC will involve deputation to our client/s, where you will render services to our client, at their premises, subject to the terms and conditions mentioned below and in accordance to the instructions received by you from us or any other authorized person and you will be bound by our rules and regulations. You date of Joining would be **August 16th, 2021 to June 30th, 2022**. Your annual CTC would be **Rs. 481,400/- Per Annum** (Four lakhs Eighty-One Thousand and Four hundred)

2. Your deputation to our client/s may be extended from time to time, as decided by CC for specified duration and location. During the tenure of your deputation, you will continue to be an employee of CC and your compensation and applicable allowances shall be paid by the Company.

3. You hereby agree to be liable for the following terms and conditions:

- Fully perform the services, in a professional manner, at the Client's location/s until the completion of the term of the work assignment/ deputation.
- During the term of the work assignment, you shall render services exclusively to the Client, you are deputed to and in the discharge of your duties, and you shall not have any third-party obligation, whatsoever.
- During the term of your employment, you will be a whole-time employee of the Company and will neither seek nor accept to be employed or engaged in any manner whatsoever, directly or indirectly with any third party either in India or abroad, in any other trade, business, profession or any other employment part time or full time anywhere, in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the Company in this respect shall be final and binding. Breach of this condition shall lead to termination of your services by the Company without any notice or compensation.
- You shall not engage in any conduct which is detrimental to the interests of the Client or CC.
- You shall not receive payments of any nature directly or indirectly from the Client unless previously agreed to by CC.
- You shall neither directly nor indirectly accept offers for employment with the Client and/or its affiliates during the period of your work assignment without prior written permission from CC.
- You shall extend all cooperation to the Client's employees, consultants, representatives, etc., and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively and efficiently discharge your work.
- You shall during the course of your employment, you can be transferred to any location within the territory of India or outside India as and when required by CC or its client for executing the services provided herein. Report and be present at the designated location during working hours and abide by the rules and regulations as required by the Client and Company.
- You shall comply with the safety, health and other rules and regulations of the client establishment and CC.

4. You agree to defend, indemnify and hold CC or its Client/s harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.

5. You shall not engage in any act subversive of discipline in the course of your duty/ies for the client within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company reserves the right to initiate disciplinary action as is deemed fit against you.

Email: info@taxedge.in Ph no: 8974921585

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

6. Any dispute between you and CC shall be referred to a sole arbitrator appointed by CC. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

7. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize CC to make all salary payments required to be made to you by CC, which may include reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

8. You will be entitled to employer's contribution to Provident Fund and ESI, if and as applicable, as amended by the Government, from time to time. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, CC shall not incur any liability with regards to any Claims under the said applicable labour legislations.

9. Proprietary & Confidential information, and Nondisclosures:

- You hereby acknowledge that by reason of your services with the Company and/or your deputation to its Client/s, you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources.
- Such information or documents received by you shall be deemed privileged, classified and confidential information. You shall not, other than with prior written consent of the client or CC, during or after expiry of your employment or termination, disclose any confidential information directly or indirectly to any person, firm, company or third party and shall use such information only for the purposes of carrying out your work at the said client organization. The confidential information includes, but is not limited to, CC or the client's business/es, technical and nontechnical information, research project, work in process, future developments, marketing and customer support strategies; Financial information including sales, costs, profits and pricing methods; internal organization, employee and/or customer lists and the client's technology including discoveries, trade secrets, inventions, research and development efforts, firmware, designs, schematics, techniques, manufacturing processes, hardware/software (regardless of media) design and maintenance tools, and hardware/software product knowhow and show how, and all derivatives, developments, improvements and enhancements.
- You shall not claim ownership to any of the work which were created or developed by you, partially or wholly, during the course of your deputation with the client/s. CC and/or its Clients, as the case may be, shall retain exclusive ownership and rights for work products resulting from the services rendered by you during your employment. Confidential information shall also include information marked 'Confidential' or 'Proprietary' or 'Classified'.
- You shall not disclose, reproduce or use any conficential information for any purpose except solely in connection with your performance during the course of your employment/deployment and for no other purpose. Upon conclusion of your engagement by virtue of your resignation and its acceptance, or termination or project closure, you shall cease to use all confidential information and handover all copies of such information in whatever form, in your possession to the assigned representatives of the Client/Company.

10. You are expected to take proper care of the Client's/Company's properties/assets entrusted to you and/or to carry out your work. In the event of your resignation/termination, you are obliged to return all the company's assets such as access/ID cards, documents, machines, data, files, books, laptop, data card, mobile phone (if provided by the company) in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor, or any other person nominated by the client's management for this purpose.

11. Separation: In the event you wish to leave the services of the Company, you will be required to give a clear written notice of 30 days to the Company OR salary in lieu thereof. You will be relieved from the services of the Company subject to your:

a) Handing over the project and knowledge transfer to the client's assigned representative/s in respect of the assignments handled by you.
b) Obtaining a "No Objection Letter" from the client as a confirmation of your having complied with (a) above. You are bound to make good the loss suffered by the Company and/or Client and any other charges/liabilities the Company/client incurs, if you fail to give such written notice and complete the handover within the prescribed time as mentioned hereinabove. Should exigencies of business so dictate, the Company may require you to serve the entire or part of the notice period as mentioned above.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

CHHAPOLIKA & COMPANY

12. The company reserves the right to have your background verified directly or through an outside agency. If, on such verification, it is found that you have furnished false/wrong information or concealed any material information; Your services are liable to be terminated forthwith without any notice.

13. In addition to the terms of appointment mentioned above, your employment will also be governed by the standard employment rules of the Company. The combined rules and regulations contained in this letter and communicated to you through any associate policy handbook shall constitute the standard employment rules. You are required to read both of them in conjunction.

14. Addresses for communication: The address for service of notice and other official communication to the Company shall be the address of the Registered Office of the Company. The address of communication for service of notice and other official communication is the address set out as above and your present residential address, as per our records. In the event there is a change in your address, you shall inform the same in writing to the Company. The address last furnished by you shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

15. You are requested to submit attested photocopies of the following documents:

- Education Certificates Mark Sheet and Degree / University Certificates of 10th Std, 12th Std, Bachelor's Master's Degree
- Appointment / Salary Revision / Experience / Relieving letter of previous employers
- Last 3 months' pay slips
- Photo ID Proof, Address Proof, Date of Birth Proof
- Copy of resume
- Passport Copy, PAN Card Copy, Aadhar Card Copy
- Previous UAN No.
- Passport size photographs

We at CC would like to create an environment and culture committed to cooperation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy signifying your consent for having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send in the signed acknowledgement to our Bangalore Address, mentioned below. In the event, we do not receive your acknowledgement copy within a period of 15 days from the date of joining; your assignment at CC with the acceptance of your first salary from CC will be conclusive proof of your acceptance in accordance of terms and conditions.

CC neither accepts any consideration in the form of cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of CC kindly bring the same to the immediate notice of your superiors or report the same to CC through email or through the numbers provided to you.

Wish you all the best.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For Chhapolika & Company

Ankur Chhapolika

Ankur Chhapolika
(Authorized Signatory)

Accepted and Agreed

Signature and date:
Name: Deepa RM

Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

Email: info@taxedge.in Ph no: 8974921585

CHHAPOLIKA & COMPANY

Salary Annexure

Particulars	Amounts
Basic	15,745
House Rent Allowance	6,298
Flexi Benefits	2,000
Special Allowance	11,568
Monthly Gross	35,611
Employer PF Contribution	1,889
Total Monthly Gross	**37,500**
Annualized Gross	**450,000**
Lunch	26,400
Diwali / Birthday Gift	5,000
Cost to Company	**481,400**

- Income tax deductions, if applicable, will be as per the Income Tax Act, 1961
- Professional Tax would be deducted, as applicable

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Bengaluru - 560 057

Email: info@taxedge.in Ph no: 8974921585

CHHAPOLIKA & COMPANY

Date: **August 16th, 2021**

Dear Deepa RM

Letter of Deployment

We are pleased to deploy you to our client LG Soft India Pvt Ltd effective at Bangalore, subject to the following terms and conditions:

Further to the conditions set out in your offer of employment, you will render services to our client at their premises subject to the terms and conditions of the engagement letter executed by you on **August 16th, 2021** until further notice.

In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from our client/s through their assigned representative/s and hereby agree to follow the client's workplace rules and regulations; and agree to undertake any suggestions during the course of your work, throughout the tenure of your deployment.

You will be bound by the working hours of the Client's organization.

You are mandatorily required to fill timesheets as per the client policy and have it been your responsibility to have the same approved by the assigned representative at the Client organization, in a timely manner and by the prescribed cutoff date/s and time/s, without any follow up to do so. You shall ensure that the hours filled in are accurate and based on actual hours. Salary is payable only for efforts approved by the Client.

At the client location, you will be issued an Employee/Contractor ID. You will be required to use the same to login To submit your timesheets on the client portal and for daily tracking/reporting of your work. Your tasks will be identified against a work order number, at all times.

For Chhapolika & Company

Ankur Chhapolika
(Authorized Signatory)

Accepted and Agreed

Deepa RM

Name: **Deepa RM**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Email: info@taxedge.in Ph no: 8974921585

Ref: TCSL/DT20207086998/1444568/Bangalore
Date: 21 July 2021

MS. DHANA SHREE KULKARNI
Bidar Kptcl Road,
Bidar, Bidar,
Karnataka-585414.
Tel# 919113585050

Sub: Joining Letter

Dear Ms. Dhana Shree Kulkarni,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **19th August 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kanavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Offer: Computer Consultancy
Ref: TCSL/DT20207355743/Bangalore
Date: 09/01/2021

Ms. Dyuthishree G
#91st Cross,
Kirloskar Layout, Hesaraghatta Main Road, Near Sapthagiri Engineering College,
Bangalore-560057,
Karnataka.
Tel# 91-9535338290

Dear Dyuthishree G,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

wipro

APPOINTMENT LETTER

September 10, 2021

Dear Ganavi R

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications and before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure II - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure integrity in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ("Policies") as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Ref: TCSL/DT20207053202/1443067/Bangalore
Date: 21 July 2021

MR. GAURAV KUMAR
Ward No 08, At Po Ps Birpur Near S.B.I Birpur,
Padm Niwas, Supaul,
BIHAR-854340.
Tel# 917014688560

Sub: Joining Letter

Dear Mr. Gaurav Kumar,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **19th August 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kanavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629600, Fax : +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Offer: Computer Consultancy
Ref: TCSL/DT20207043119/Delhi
Date: 10/01/2021

Ms. Gauri Shukla
Sapthagiri College Of Engineering Girls HostelHesarghatta Main Road,
Mei Employess Housing Colony,
Bangalore-560057,
Karnataka.
Tel# 91-7007016302

Dear Gauri Shukla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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14/5, Chikkasandra, Hesaraghatta Main Road,
Bengaluru - 560 057

TCS Confidential
TCSL/DT20207043119

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 India
Tel: 91-11-6653 6655 Fax: 91-11-2341 1235 Website: www.tcs.com
Regd. and Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Corporate Identity Number (CIN): L22210MH1995PLC084781

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

GROSS SALARY SHEET

Annexure 1

Name	Gauri Shukla
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Principal

Cognizant

23-Sep-2021

Dear Harshitha R K,
B.E., Computer Science
Sapthagiri College of Engineering, Bangalore

Candidate ID – 17513374

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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THIS TORRY HARRIS INTEGRATION SOLUTIONS

Ref: THBS/xxx
1[illegible]21

Private & Confidential

Ms. Haripriya,
B[illegible]e

Dear Haripriya,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a Software **Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that THBS can offer you the right mix of professional growth, leadership opportunities, business environment and financial gains over the long term. The career growth potential for you is tremendous and you will experience unique satisfaction of influencing and building a leading software company.

Your Annual Salary will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be eligible for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, based on the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be conducted as per the Company's policy for confirmation.

Your employment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you if it becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and documentation requirements, you will be formally appointed and inducted into the organization. On completion of your training, you will be posted in any location of THBS depending on the requirements of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the terms of this package and employment with **15-Sep-2021**.

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
- Photocopy of passport **or** driving license **or** voter ID card

We look forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

Accepted By:

Chandra Sharan
Manager - HRD

Haripriya,
Date:

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14/5, Chikkasandra, Hesaraghatta Main Road
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CLOSE

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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

12-March-2021
Isha Bhan
Sapthagiri College Of Engineering

Dear Isha Bhan,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 3,50,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on **Java** skill you will be entitled to a total compensation of Rs. 3,75,000/-. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

In the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

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LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Jovin Dsouza

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Jovin Dsouza,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee.**

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,51,968/-** as per the details mentioned in **'Annexure-1'.**

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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ANNEXURE-1

Name : Jovin Dsouza		Date : October 15, 2020
Salary Grade : GET(I)		
Components	**Rs. p.a.**	**Rs. p.m.**
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	**315,602**	**26,300**
Annual Incentive	0	
B. Total Variable (PA)	**0**	
C. Total Target Cash (A+B)	**315,602**	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaim Premium	6,108	
D. Retirals & Other Benefits	**36,366**	
Cost to Company (CTC) C+D	**351,968**	

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ANNEXURE-2

Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma. **No Year drop allowed.**
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • Aggregate of 60% & above or equivalent CGPA must be obtained after declaration of final semester results
	• Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	• Conversion from CGPA into Percentage must be calculated as per your respective University norms
	• Provisional/Passing Certificate(of all courses) must state **First class**
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	• Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared with the final semester exams • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization

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wipro

APPOINTMENT LETTER

September 9, 2021

Dear Kavya Hegde,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

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Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207276834/Bangalore
Date: 09/01/2021

Mr. Kunal P Sangurmath
#51, 2nd CrossLakeshore Garden, Thindlu,
Vidyaranyapura,
Bangalore-560097,
Karnataka.
Tel# 91-9880947988

Dear Kunal P Sangurmath,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

Mr./Ms. KHUSHBOO JAGWANI RNo.GCEP/21/V/T/IN-SEC/ST-KA/13 D:06.11.2020

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office Or Makes Telephonic Discussion Or Looks at all digital platforms. Grifeo'sprofile, working since 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates , expertise to work in Human Resource Management.

KEY POINTS

- **JOINING PROCESS -** Will Start from AUGUST-2021.
- **PLACEMENT OPPORTUNITY -** Will get option to choose among 10 Opportunities
- **PLACEMENT PROFILE -** To be finalized as Your Profile & Necessary Discussion.
- **PLACEMENT SECTOR -** ACADEMIC/BPO/MIS/BO (On Choice,As,Where,When Available)
- **PLACEMENT LOCATION-** Own State OrNeighboring State (As Per Opportunities).
- **FINANCIAL BENEFIT -**TECHNICAL GRADUATE -UPTO 4.8 PAC/- CTC, DIPLOMA- UPTO 2.5 PAC/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar ToBO@GRIFEO.COM ON OR BEFORE **11.11.2020,**
- **CORPORATE VIRTUAL SESSION** - To Be Conducted shortly & aim to set the mindset as per industry. Session conducted Telephonically/digitally on mutually agreed schedule. It is chargeable initially. Cost is **Rs.1990/-(ONE THOUSAND NINE HUNDRED NINETY ONLY)**.To Be paid in **Two (02)** Installments.**Rs.995(NINE HUNDRED NINETY FIVE)** (1st Installment ON OR BEFORE **11.11.2020 & Rs. 995(NINE HUNDRED NINETY FIVE)**,2nd Installment ON OR BEFORE **01.04.2021**)Along with Documents.
- **REIMBURSEMENT** - All legitimate expenditure to be reimbursed as performance benefits after a minimum period of service successfully.
- **OPERATING REPORTING/ADMINISTRATIVE CIRCLE –**NEAREST BRANCH JURIDICTION
- **BOND -** No Bond(Financial/Service) Applicable Except Service Protocol/Notice period.

Hope that you will add valuewith your experience andmanage tocome upto everybody'sexpectation. You will be embarking on a new journey towards a new horizon for which all our blessings are with you. As you are going to be an integral part of our professional family, we'll try to extend all possible support to you during collective journey. Looking forward to have you with us and wishing you great success. Your feedback is invaluable. We are proud of the service that Grifeo, the firm that founded back in 2010, provides and we are confident that you will benefit from using our network. Your feedback really matters to us — it's how we ensure we're providing you with the best possible experience and that you are getting the immediate career productivity, that we want all of our associates to enjoy. Therefore, please let us know if there is anything we can do better, and we will personally review each email.

Sincerely,
ADMINISTRATION & TALENT ACQUISITION TEAM
GRIFEO UNIT OF MM MEDIA MANAGEMENT SERVICES-
TEAM -BBSR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207268761/Bangalore
Date: 09/01/2021

Ms. Likhitha S R
Sapthagiri Engineering Girls HostelAgb Layout,
Hessaragatta Main Road,
Banglore-560090,
Karnataka.
Tel# -9242728262

Dear Likhitha S R,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Gmail

Lohith B <lohithb07@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+16pny-08c8965db1@talent.icims.com> 17 May 2021 at 15:03
Reply-To: Campus HR Team <wipro+email+16pny-08c8965db1@talent.icims.com>
To: lohithb07@gmail.com

May 17, 2021

Dear Lohith B ,
Resume Number - 21007379

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Yours sincerely,

For Wipro Limited,

Apama Shailen
General Manager - Human Resources

This message was sent to lohithb07@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=CE7F21007379&contactId=6501413

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20206941314/Bangalore
Date: 09/01/2021

Ms. Mahika Sinha
Sapthagiri College Of Engineering, Girls HostelHanumathe Gowder Road,
Chikkabanavara,
Bengaluru-560057,
Karnataka.
Tel# -

Dear Mahika Sinha,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207376032/Bangalore
Date: 09/01/2021

Ms. Manasa G
No 332, 6th B Cross,Manorayana Palya, Sultan Palya Main Road, Rt Nagar Post,,
Touchwood Apartments,
Bangalore-560032,
Karnataka.
Tel# 91-9945005478

Dear Manasa G,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tel: 91 80 6724 7000 Fax: 91 80 2841 0311 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800-209-3444 Email: careers@tcs.com
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

LTI
Let's Solve

Date: June 3, 2021

Ref: LTI/HR/Campus/EN7/2021

Name: Milind Maharana

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Milind Maharana,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.8,02,629 /-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

03/06/2021

HARMAN
A SAMSUNG COMPANY

Annexure 2: Compensation Break-Up Detail

Name:	Sakshi
Designation:	Associate Engineer
Grade:	9A

Gross Salary	500,000
Base Salary	500,000

Components	Annual (in Rs.)	Monthly (in Rs.)
Basic	200,000	16,667
House Rent Allowance	80,000	6,667
Statutory Bonus	7,000	583
Flexible Benefit Package*	179,380	14,948
Fixed Salary – (A)	**466,380**	**38,865**
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
Statutory Benefits – (B)	**33,620**	**2,802**
Base Compensation	500,000	41,667
Gross Salary – (A+B)	**500,000**	

Pre-tax Take Home

Monthly Fixed Salary	38,865
Professional Tax	200
Provident fund - Employee's contribution	2,000
Monthly Take home - Pretax	**36,665**

Note:

a) Taxes are applicable as per statutory rules.
b) Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
c) Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

For Harman Connected Services Corporation India Pvt. Ltd

Subhajit Ghosh
Senior Manager, Talent Acquisition

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (*https:\\campbuzz.lntinfotech.com*) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.
According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Nikhil Govekar
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.

03/06/2021

Signature and Date

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

03/06/2021

LTI
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ANNEXURE-1

Name : Milind Maharana		Date : June 3, 2021
Salary Grade : GE1		
Components	**Rs. p.a.**	**Rs. p.m.**
Basic		21,000
Bouquet of Benefits		35,958
A. Base Salary (PA)	**683,496**	**56,958**
Annual Incentive	70,000	
B. Total Variable (PA)	**70,000**	
C. Total Target Cash (A+B)	753,496	
Provident Fund (PF)	30,240	2,520
Gratuity	12,120	1,010
Mediclaim Premium	6,773	
D. Refirals & Other Benefits	**49,133**	
Cost to Company (CTC) C+D	802,629	

Principal
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Bengaluru - 560 057

03/06/2021

Infosys
Navigate your next

HRD/3T/1002383126/21-22

September 3, 2021

Mr. NainKamaljeet Singh
#33/1 8Th Main Cross Mohan Kumar Nagar ,Yeshwantpur,Bangalore-560022
#33/1 8Th Main Cross Mohan Kumar Nagar ,Yeshwantpur,Bangalore-560022
Bengalauru-560022
India

Ph: +91-7406454371

Dear NainKamaljeet,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.03 20:32:20 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Company Confidential - This communication is confidential between you and Infosys Limited

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:24-Aug-2021

Naksha Muthappa M
C9974172

NO.16, Neha Nilaya, Bharath Nagar, M S palya, Vidyaranyapura post, Bangalore -560097

8618399469

Dear **Naksha Muthappa M,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Candidate's Signature

Reference Id: c790b4ad-4b06-45ba-9953-d0bebc6d983c
Signed By: Mahesh Vasudeo Zurale

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Candidate ID: 4789622 /906037,

Date of Joining: 08/03/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Pooja A S,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: August 27, 2021

Ref: LTI/HR/Campus/EN1/2021

Name: Pooja K R

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Pooja K R,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,52,637/-** as per the details mentioned in **'Annexure-1'.**

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

THIS
TORRY HARRIS INTEGRATION SOLUTIONS

Ref.No: AL/THBS/0821/160

30-Aug-2021

Personal & Confidential

Ms. U Poojitha
Bangalore

Dear **U Poojitha,**

Sub: Appointment Letter

Welcome to **Torry Harris!**

We are pleased to invite you on board and are confident that you will be an integral part of the team.

Your employment with THBS takes effect from **30-Aug-2021** and you will be designated as **Associate Software Engineer - Trainee.**

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a Performance Linked Pay of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on probation for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation. You are entitled for the bonus after completion of your probation period and upon confirmation.

Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in any Tax Saving instruments, you are requested to declare the same in writing to the finance department at the earliest, in order to compute the appropriate amount of TDS.

Your salary is also subject to Provident Fund (PF) and Professional Tax (PT) deductions as per the prevailing laws.

Management reserves the right to change/ revise or restructure the compensation package mentioned herein.

If you need any clarifications about this Letter of Appointment and the Employment Agreement, please do let us know.

We take this opportunity to welcome you to **Torry Harris** and we are confident that you will have a rewarding career with us.

for **Torry Harris Business Solutions Private Ltd.**

Accepted By:

Shivdayal Charan G
Manager – HRD

U Poojitha
Date:

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

THIS

Ref No: xxxx
26-Aug-2021

Private & Confidential

Ms. Poojitha Unnam
Bangalore

Dear Poojitha Unnam

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at Torry Harris Business Solutions (THBS), Bangalore, India

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that THBS can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you, if THBS becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **30-Aug-2021.**

At the time of joining, it is a mandatory requirement for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X. Photocopies of all the pages of your passport or driving license or voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

G. Shivdayal Charan
Manager - HRD

Accepted By:

Poojitha Unnam
Date: 26-08-2021

Saptagiri College
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Gmail

Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent!!

1 message

Latha A <alatha@sapthagiri.edu.in> Fri, Oct 1, 2021 at 10:05 AM
To: Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

---------- Forwarded message ---------
From: **Prachi Trivedi** <trivediprachi25@gmail.com>
Date: Sat, Jul 24, 2021, 8:30 AM
Subject: Fwd: Mphasis_Letter of Intent!!
To: <alatha@sapthagiri.edu.in>

---------- Forwarded message ---------
From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Tue, 18 May 2021, 9:34 pm
Subject: Mphasis_Letter of Intent!!
To: trivediprachi25@gmail.com <trivediprachi25@gmail.com>

Ref.No- **MPHTH_CD2021-0041**

Dear Prachi,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!!

Principal
Sapthagiri College of Engineering
Bengalu 560 057

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves right to cancel or recall this letter of inte at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

August 9th, 2021

Priya Kumari
Sapthagiri College of Engineering

Dear **Priya,**

Letter of Offer

We are pleased to offer you a role at **Tally Solutions Private Ltd** as **Trainee - Software Engineer** in the career level **Trainee** in our **Engineering** Function. Your initial place of posting will be at **Bangalore.**

Details of your Compensation and Benefits are given in Annexure I. This information is confidential in nature and we request you to maintain the same.

Please confirm your acceptance of the offer by returning a signed copy of this letter.

Your date of joining would be **September 6, 2021.** On your joining day, please furnish the documents as per Annexure II. As a Company Policy, we would do reference and background checks.

We look forward to your long and mutually beneficial career with us.

For Tally Solutions Private Limited

Chetan Yadav
Chief People Officer

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Tally Solutions Private Limited

Annexure I - Details of Compensation & Benefits

Name	Priya Kumari
Designation	Trainee - Software Engineer

Annual Standard Pay	₹ 8,00,000
Basic Pay (@ 30% of Annual Standard Pay)	*₹ 2,40,000*
Flexible Allowance	*₹ 5,21,600*
Employer contribution to PF (12%)	*₹ 28,800*
Employer contribution to Gratuity (4%)	*₹ 9,600*
Total Annual Standard Salary	**₹ 8,00,000**

Flexible components: You will have the following tax saving options to choose from. The sum of these should not exceed your Flexible Allowance: You could also have an option to increase the Basic Pay to upto 40% of the Standard Pay.

- House Rent Allowance (HRA) (up to 40% of Basic Pay in Non-Metros and 50% in Metros)
- Contribution to NPS (min ₹ 6,000/- per annum)
- Contribution to Voluntary Provident Fund
- Food Coupons (a max of ₹ 26,400/- per annum/ ₹ 2,200/- per month)
- Gift Coupons (Sodexo Gift Voucher - max ₹ 5,000/- per annum) payable in March every year
- Leave Travel Allowance (LTA): Up to a maximum of 1 month's Basic pay
- Children Education Allowance (₹ 1,200/- per child per annum up to 2 children)
- Children Hostel Allowance (₹ 3,600/- per child per annum up to 2 children)

Wellness Benefits:

- **Medical Reimbursements:** This includes cost of outpatient treatments (consultations, dental treatment etc) for you and your dependent family (parents, spouse and children) as per company guidelines
- **Medical Insurance coverage:** All medical expenses towards hospitalization gets covered by Insurance, with a robust network of good hospitals. The coverage amount for you and dependent family is ₹3,00,000/-
- **Accident Insurance :** Accident Insurance (coverage of ₹10,00,000/-) in addition to the medical insurance
- **Group Term Life Insurance:** Coverage for self for ₹20,00,000/-

Business Expenses Reimbursements:

- Conveyance Expenses (home ←→ office commute) and other official travel, at actuals
- Official Phone & Internet Expenses (Corporate Jio connections)
- Books (for self/professional development) – actuals up to a limit of ₹3,750/- per annum

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Annexure II – List of Documents Required

Documents to be emailed prior to joining	**Soft copies to be emailed prior to joining**
	1. Recent passport size color photograph
	2. Experience letter / resignation acceptance e-mail copy (from current employer) Experience / relieving certificates from all previous employers (if employed previously)
	3. Proof of last 3 months pay slips(If Applicable) + latest compensation revision details
	4. **10th and 12th** Mark Sheets **Graduation** - Mark sheets of all year / semesters along with convocation certificate **Post-Graduation** - Mark sheets of all years / semesters and convocation certificate
	5. PAN Card (In case you do not have a PAN Card apply for one and share the acknowledgement copy
	6. Passport / Driver's license / Election ID Card (Any 1 of these)
	7. Aadhaar Card

Documents to be carried on day of joining	**Original documents (hard copies) to be carried on Day of Joining**
	1. 4 Passport sized photographs of self
	2. 1 Passport sized photograph each of dependents : Parents of self, spouse and children (maximum 2)
	3. Permanent Account Number (PAN) Card in original
	4. Aadhaar Card in original
	5. Self-attested copy of PAN & Aadhaar (1 copy)
	6. Any pending document that you were unable to email us earlier

The Permanent Account Number (PAN) Card is necessary as per the latest notification issued by the Income Tax Authorities. In case you do not have a PAN Card, please apply for the same immediately and carry the acknowledgement on the date of joining.

Note:

* In the absence of a relieving letter, an 'Acceptance of Resignation', with company seal, duly signed is required. Relieving letter needs to be produced within 15 days from the date of joining.

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Offer: Computer Consultancy
Ref: TCSL/DT20206931337/Bangalore
Date: 29/10/2020

Mr. Rahul Verma
Room No A-25,Sapthagiri College Of Engineering Boys Hostel,Agb Layout,Hessarghatta RoadAgb Layou
Union Bank Near Crystal Mart,
Bengaluru-560057,
Karnataka.
Tel# 91-9473356077

Dear Rahul Verma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Website: www.tcs.com
Email: careers@tcs.com
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

pwd Mar 754

SOCIETE GENERALE

Global Solution Centre

EMPLOYMENT TERMS AND CONDITIONS

Ritika Panwar

1. Date of Joining:

1.1 August 16, 2021

2. Appointment

2.1 Further to our offer letter dated July 26, 2021 as on August 16, 2021 the Company is hereby appointing you as "Software Engineer", in our Company, subject to you successfully completing your probation as provided in clause 4 below. Further, your appointment with SG GSC is subject to you passing your final exams & having an overall minimum aggregate of 60% failing which the company reserves the right to terminate your employment, without any notice & with immediate effect on announcement of results.

3. Remuneration

3.1 Your Gross salary will be Rs. 33,333/- per month of which your basic salary will be Rs.16,667/- per month. You will be entitled to all benefits as may be applicable to you in accordance with the Company's policies. The enclosed Annexure: Salary Entitlement indicates the compensation and benefits that you will enjoy. These allowances and benefits would be subject to amendments from time to time based on Company policy in this regard. Your remuneration shall be paid for each month in accordance with the Company policy except when notice for resignation or termination has been served to or by the Company.

4. Probation

4.1 You will be on probation for a period of six (6) months from the date of joining and will be issued a letter of confirmation on successful completion of your probation. However, in the event the Company desires to extend your probation period, you will continue to be on probation till your services are confirmed in writing by the Company. During your probation period, if the Company is not satisfied with your performance, the Company reserves the right to terminate your services in accordance with Clause 5 below.

4.2 In case of no confirmation letter is issued to you by the Company, either prior to or upon the lapse of the probation period, your employment with the Company shall be deemed to be terminated upon the lapse of the probation period without further notice or in the alternate, at the sole discretion of the Company.

5. Termination

5.1 **During Probation:** Either the Company or you may at any time, during the probation period terminate your employment by giving a written notice of one (1) month or salary in lieu thereof.

5.2 **Post Confirmation:** Either you or the Company may terminate your employment by issuing a written notice of two (2) months salary in lieu thereof. The company reserves the right to recover the amount in lieu of notice short served by you.

Societe Generale Global Solution Centre Pvt. Ltd.,
"Voyager" Building, 10th Floor, Ascendas ITPB SEZ,
International Tech Park, Bangalore Whitefield Road, Bangalore 560066, India
CIN N0. U72200KA2000PTC027232
Tel: +91 80 2809 5000
Fax: +91 80 2809 5400
www.soegensolutions.com

Signature valid
Digitally signed by SUMANTH SURESH NAYAK
Date: 2021.08.16 05:51:07 +05:30
Location: Bangalore

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Bangaluru - 560 057

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Annexure: Salary Entitlement - 2021

Name : **Ritika Panwar**

Role Title : **Software Engineer**

S. No.	Salary Components	Amount in INR Per Annum
1	Basic	200,000
2	Cash Allowances House Rent Allowance (max 40% of Basic Salary for Non Metro & max 50% of Basic Salary for Metro) Telephone Reimbursement (max 36000/- per annum) Leave Travel Assistance (max 75000/- per annum) Food Coupons (max 26400/- per annum) Upskilling Allowance (max 15000/- per annum) Car Lease** (max 40% of cash allowance per annum) **Car Fuel (max 120000/- per annum) -If car lease availed **Car Driver's Salary (max 96000/- per annum) -If car lease availed Children Education Allowances (max 2400/- per annum) Balance of allowances will be paid as Taxable Allowance	200,000
Gross Salary		**400,000**
3	Employer's Provident Fund	24,000
4	Gratuity	9,620
Gross Salary + Retirals		**433,620**
5	Variable Pay *	33,333
Cost to Company		**466,953**

Note:

a. • All reimbursements will be governed by the Income Tax laws in place and as may be amended from time to time
• Statutory benefits such as Provident Fund and Gratuity etc., will be paid as per the applicable regulations
• Any other allowance payable shall be as per the company policy.
• Retirals are employer's provident fund contribution and gratuity

b. **Variable Pay ***

You will be entitled to a variable pay based on your individual and the Group's performance for the year. Should you join us between October 01st and December 31st of the year, your entitlement to variable pay will commence from the beginning of the subsequent calendar year. Disbursement of variable pay, which is at the absolute discretion of the company, is along with the payroll for the month of March, in the following year.

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Signature valid
Digitally signed by SUMANTH SURESH NAYAK
Date: 2021.08.16 05:51:07 +05:30
Location: Bangalore

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c. **Benefits**

i. (You would be entitled to avail the below mentioned benefits, which is governed by the prevailing company policies)

Detail	Maximum Coverage Amount
a. Work Enablement: Reimbursement towards standalone broadband, Parking and Transport expense.	28,800

ii. Insurance Benefit for Health and Personal Accident Cover - applicable as per company policy.

Detail	Maximum Coverage Amount
a. Group Medical Insurance (coverage for self, spouse, child and parents). Top-up Medical coverage can be availed with options 1 lakh, 2 lakhs, 3 lakhs, 5 lakhs, 10 lakhs & 15 lakhs (Family Floater) at a subsidized rate, premium to be borne by the employee.	500,000
b. Group Personal Accident (Coverage for self only)	1,000,000
c. Group Term Life Insurance (Coverage for self only)	Minimum 25 lakhs or 3.5 times Gross Salary with a cap of 2.5 Crores

You hereby acknowledge that this offer is subject to a background verification to be conducted by the company. On background verification, if any information provided by you is found to be false, the company at its discretion may terminate your services with immediate effect.

Accepted

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Signature valid
Digitally signed by SUMANTH SURESH NAYAK
Date: 2021.08.16 05:51:09 +05:30
Location: Bangalore

advanced
People. Partnership. Solutions

24/06/2021

Private & Confidential

Saeed Anwar
Road No. 15, Jawahar Nagar Mango,
Post - Azad Nagar - Mango,
Near Ga[illegible] Godown,
Jamshedpur-832110
Jharkhand

Dear Saeed,

Further to your recent interview, we are delighted to offer you the position of Trainee Engineer, at our office in Bangalore on a gross compensation of Rs. 6,00,000 (Rupees Six Lakhs Only) as detailed under Clause [illegible] of the employment contract attached hereto.

The commencement and continuation of your employment is subject to:

- Signing and returning one copy of the Contract of Employment with the completed offer documents to indiahr@oneadvanced.com within 7 days of receiving the offer.
- Providing a copy of your ID and address proof (a list of acceptable documents is in Annexure

- Your employment is contingent on the appropriate successful results of a background checks that will include employment, education, address, criminal and/or any other check that may be included at the discretion of the management. You are required to give your consent by signing the Consent form attached

Please report at the Office at 9.30 am on your first day of employment to allow us to verify your original documents. Your employment shall commence only from the date you provide satisfactory documentation by 9:30 am and therefore, you are advised to ensure you have the necessary documentation on the date you report.

The continuation of your employment as above shall be subject to satisfactory background verification report.

This letter together with the enclosed contract, constitutes the terms and conditions of employment with the Company.

We look forward to welcoming you to the Company and wish you a rewarding career over the years to come.

for Advanced Business & Healthcare Solutions India Private Limited,

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Prasad [illegible]shekar
Head [illegible]

DocuSign Envelope ID: 3268D197-8128-433B-8EEC-79CF01E80A6A

August 10th, 2021

Salman Khan
90/167, Iftikharabad,
Near Bank of Baroda,
Kanpur-208001, Uttar Pradesh.
sk99947@gmail.com
7007568713

EMPLOYMENT AGREEMENT

Dear Salman,

We aspire to make a positive impact in everything we do because the results are the motivational forces that drive us to give our 100% every day. Diabsolut is constantly looking for people that suit our culture, which fosters three main characteristics: a determined work ethic, a lively positive attitude, and the relentless need to make your mark through your unique skill set and customer service. This is a place where your ideas and contribution will be recognized and come to fruition within real solutions for our customers. For us, achieving this goal will be the result of the contribution that each and every one of our team members makes to the growth of our organization. We are glad you have decided to take up the challenge to work with us and achieve this goal together.

I am pleased to offer you the position of **Associate Consultant** with Diabsolut effective **August 13th, 2021.** You will report directly to **Senior Manager Professional Services India, Vivek Rathod.**
*This offer is pending cleared background and reference verification.

Probationary Period:
There is a standard (3) months probationary period. After this period, your roles and responsibilities will be reviewed with your line manager. Any changes to your roles and responsibility will be reviewed at this time.

Compensation Details:
Designation: **Associate Consultant**

Components:

Basic Per Month: 20,834 INR
* PF Per Month: 1,800 INR
* HRA Per Month: 8,334 INR
** Special Allowance Month: 10,699 INR
Total Per Month: 41,667 INR
Annual Salary: 5,00,000 INR

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***Provident Fund:** PF contribution mentioned above is the employer contribution.

IN: DS Sk

Offer: Computer Consultancy
Ref: TCSL/DT20207165711/Bangalore
Date: 09/01/2021

Ms. Sara Khatoon
#5, Baitur RidaChandramouleshwara Temple Road,
Chikkabanavara,
Bangalore-560090,
Karnataka.
Tel# 91-9844294229

ar Sara Khatoon,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives adiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Offer: Computer Consultancy
Ref: TCSL/DT20207320514/Bangalore
Date: 09/01/2021

Mr. Sharan S
No.105th Main Road,
Rasina Farms,Doddabommasandra,Vidyaranyapura,
Bangalore-560097,
Karnataka.
Tel# 91-8088829360

Dear Sharan S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Offer: Computer Consultancy
Ref: TCSL/DT20206695126/Delhi
Date: 09/01/2021

Mr. Siddharth Singh
Sa 6/128-SOm Nagar Colony Lane No. 4, Paharia,
Raj Tower,
Varanasi-221007,
Uttar Pradesh.
Tel# 9473-616543

Dear Siddharth Singh,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Tata Consultancy Services Limited

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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Tata Consultancy Services Limited

TATA

GROSS SALARY SHEET

Annexure 1

Name	Siddharth Singh
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCSL/DT20206695126

TATA

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006 ,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TCS Confidential
TCSL/DT/0906/95126

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Dated:15/6/2021

LETTER OF APPOINTMENT

Private & Confidential

Sidhant Kumar

9606512494

Dear Sidhant Kumar,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as **Software Developer Engineer in Technology** and in our organization with effect from **1/6/2021** on the following terms and conditions:

1. Band/Level: Your designation will be **Software Developer Engineer** which is under Band **1, will report directly to CTO.**

2. Your designation is indicative of the responsibilities, which you are required to carry out in the best interest of **GHACK TECHNOLOGIES PRIVATE LIMITED**. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory or other functions and you shall be bound to carry out such functions.

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3. Compensation: Your probationary compensation (Cost to Company) at the

time of joining is Rs **435,000/-, Four lakhs and Thirty five Thousand only.** The breakup of your CTC is given in ANNEXURE A, and is strictly confidential. All tax liabilities arising out of your entire compensation package, present or future will be borne by you. The company will deduct TDS for all income and benefits provided to you. The company reserves the right to vary any compensation, benefit, facility or perquisite that may be extended to you.

4. During the term of your employment you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to this Company's work and business. You will not carry on, without prior permission in writing, any activity or any business either alone or in partnership, nor be directly or indirectly employed or concerned with as principal, agent or otherwise in any business, trade or profession whatsoever. Breach of this condition shall lead to termination of your services by the Company without any notice or compensation.

5. Benefits: We are also pleased to offer you a competitive package of benefits. The Company reserves the right to amend its benefit program from time to time. You will be informed of any changes applicable to you. The details of these benefits will be provided to you post joining.

The list of key benefits included for your references:

- **ESIC:** Applicable as per your Job and CTC Band
- **Health Insurance:** Applicable as per your Job and CTC Band
- **Gratuity:** As per payment of Gratuity act, 1972
- **Provident Fund:** As per the Employees Provident Funds and Miscellaneous Provisions Act, 1952 and Employees Provident Funds Scheme, 1952.
- **Leaves and Holidays:** In accordance with the Company's policy and statutory guidelines, which are subject to changes from time to time, as the company deems fit.

6. So long as you are in the employment of the Company, you will, at all times, maintain secrecy in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose the confidential information without the authority of the Company to anyone or any third party other than the Company's Officers authorized to receive the confidential information/data and also even after you have ceased to be in the services of the Company. In the event of any loss, misuse, theft of any such confidential information/data or any loss occasioned to the Company due to any acts or omissions attributable to you, you shall on demand make good the loss to the Company.

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Annexure A

Sl Num	Salary Components	Particulars	Annual Amount	Monthly Amount
Fixed Gross Salary				
1	Base Salary	60% of Gross Salary	231000	19250
2	House Rent Allowance	Maximum up to 40% of base, not less than 10%	92400	7700
3	Special Allowance	Fully Taxable	61,600	5,133
A	**Fixed Gross Salary**	**Total Components in A (1 to 3**	385,000	32,083
Other Benefits				
8	Performance Bonus	Based on performance paid Annually	50000	0
C	**RetentionBenefits**	**Total of Component (B)**		
D	**Final Cost to Company**	**Total of all Components (A+B+C)**	435,000	

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Acceptance of Offer of Employment

I, Sidhant Kumar, have read, understood and accepted the appointment upon the terms and conditions as outlined above for my position at **GHACK TECHNOLOGIES PRIVATE LIMITED**. I shall be reporting to work on **1/6/2021.** I also agree to execute and abide by the terms and conditions of the Conflict of Interest Policy, the Confidentiality Agreement, Non-Competition Agreement and all other policies of **GHACK TECHNOLOGIES PRIVATE LIMITED**.

Signature :

Name : Sidhant Kumar

Place : Bangalore

Date : 15/6/2021

-

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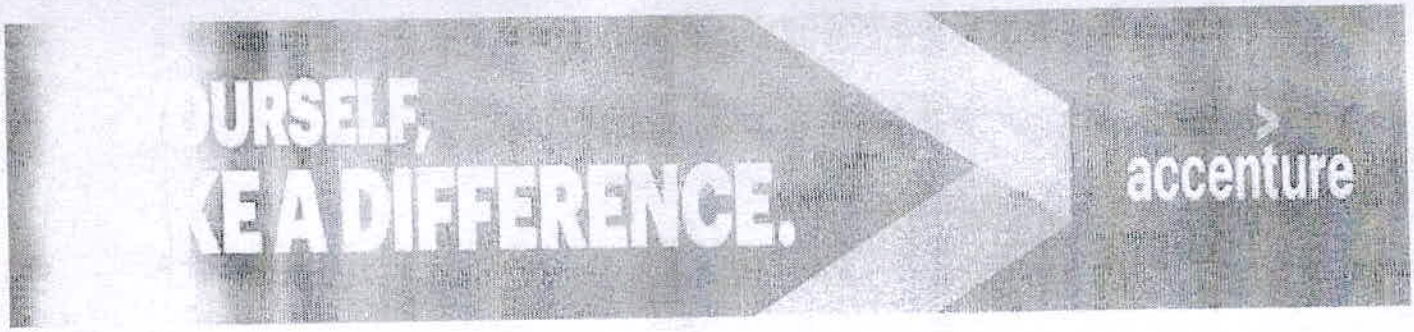

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82

Dea Soundar Chandrashekharaiah,

Ba recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("C ur Advanced Technology Center, India as per the below terms and conditions:

Jo plication Development Associate

Ma ent vel - 12

Jo up- Software Engineering

Ple

- l for the compensation and benefits details
- ll for the documentation to be submitted by you
- Employment

Yo t with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are refully read and understand these Terms of Employment before responding to this Offer. This Offer and yo with Accenture is subject to successful completion of the qualifying examination from your college with an 5% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of ver background or reference checks, which may occur at any time prior to or after your effective start date.

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Ve 2021 andidate's Signature

Referen 55c8-7130-493c-a7d1-fc55aac6dcc7_1
Signed asudeo Zurale

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

To[illegible]ensation Elements	
	Annual (INR)
(A) [illegible]ed Compensation	383000
(B) [illegible]e Bonus (LVB) earning potential (at maximum 8.5%)	32500
M[illegible]l Total earning potential (A+B)	415500
Joi[illegible]efer to the Section C)	25,000
(D) [illegible]nefits	
G[illegible]w#	9500
In[illegible]um(notional value)	
To[illegible]nsation + Total Additional Benefits (A+B+C+D)	450000

(A) [illegible]ompensation

• Yo[illegible] compensation is INR 383000. This includes allowances structured in accordance with the Company co[illegible]lines and applicable statutory norms. Please note the annual fixed compensation includes employer's co[illegible]tent Fund, as applicable.

TDS [illegible] applicable from your income.

(B) [illegible] Va[illegible] Bonus (LVB)

•As [illegible]f yo[illegible]al total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus pro[illegible] Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to ti[illegible] and conditions of the LVB, including but not limited to your individual performance achievements and the [illegible]rmance. In addition to these two components, your LVB is also linked to your Individual Utilization. The [illegible]t any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of t[illegible]itions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the [illegible] date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India an[illegible] period of leave without pay during the said fiscal year.

Ve[illegible] 2021 [illegible] candidate's Signature

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Employment Contract

This contract sets out the terms and conditions of your employment with Advanced ("the Company") and constitutes your employment agreement with the Company.

1. Joining Date

Your scheduled date of employment with us will commence on 1st July 2021.

2. Job Title

You will be employed by the Company as Trainee Engineer.

You will report to Practice Manager or any Manager as designated from time to time.

You may be transferred or assigned to any of the offices of the company including its clients or of its subsidiary/ associated companies that exist now or may be setup later.

3. Working Hours

The office working hours are 9.30 am to 6.00 pm Monday to Friday with one hour for lunch or such other timings as may be advised by the Company. However, you are expected to cooperate with the company whenever there is a business exigency.

4. Probationary Period

Your employment with the Company will be subject to the successful completion of a 6-month probationary period. The Company reserves the right to extend or reduce the probation period. You will be notified when you have successfully passed your probationary period and until such notification probation shall deemed as continuing. During probation, your services can be terminated with one month's notice or salary thereof by either party.

5. Compensation and Benefits

Salary

Your annual base salary will be Rs. 5,12,000 (Rupees Five Lakhs and Twelve Thousand Only) per annum, subject to applicable taxes.

Bonus

You will participate in the variable bonus scheme of the company subject to the Bonus Rules and guidelines as applicable for the financial year and available in the Advanced Hub. Your bonus amount will be 8% of your annual salary excluding special allowance. If you have joined after the start of the fiscal year, this amount will be pro-rated for the first year.

Depending on your joining date, you will be placed under one of the Bonus plans as below.

Joining Date	Bonus Plan
1st March to 31st August	Advanced MBO Plan
1st September to 30th November	Advanced Financials Plan (For the year of joining)
1st December to 28th/29th February	Not eligible for Bonus (For the year of joining)
Subsequent Financial Year onwards	Advanced MBO Plan

All FLs will be under Advanced Financials Plan.

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a discretionary scheme and the company reserves the right to amend or withdraw of this plan with appropriate notice. Bonus rules and guidelines are in place and l be detailed to you upon joining.

- l Term Incentive Plan

participate in the deferred incentive plan (DIP) as stated in of Annexure 2, subject P rules and guidelines. You will be entitled to 5% of your annual salary excluding llowance. The amount accumulated is available for redemption only after the n of the 18 months' plan.

- t Fund and Gratuity

ou will participate in the Provident Fund Scheme from your joining date. enefits of gratuity shall be as per law.

- nsurance

ligible to participate in the company's group term medical insurance policy covering our family (limited to 6 members) up to a limit of Rs.5 Lakhs on a floater basis.

- rm Policy

letion of probation you will be covered under the company's Group Term policy for rance of twice your annual base salary subject to limits of insurers

mpensation package is made up of the following:

	Month	Year
lary	26,000	3,12,000
ent allowance	15,000	1,80,000
owances	1,667	20,000
	42,667	**5,12,000**
r's PF Contribution subject to eligibility & ns	1,800	21,600
Bonus (8% of your base salary)		41,000
l Incentive Plan (DIP)-Payable as per DIP policy		25,400
mpensation	**44,467**	**6,00,000**

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ibution that the Company is mandated in future by law to any of the applicable schemes shall always be deemed to be part of the base salary with consequent n the salary components.

HARMAN
Harman Connected Services Corporation India Pvt. Ltd
No.3 & 3A, EOIZ Industrial Area, Survey No. 85 & 86
Sadaramangala Village, Krishnarajapuram Hobli
Bangalore-560066, Karnataka, India
-91(80)3307 1000
+91(80)3307 2000

Don't forget to follow HARMAN on Social media **#harmanconnectsme**

26-Aug-2021

Ms.Sakshi

Sub: Offer of Employment

Dear Sakshi,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

Further, **"Company"** for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.

- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

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CIN: U72200KA2000PTC030417, Web site: www.harman.com

HARMAN
A SAMSUNG COMPANY

Enclosed Annexures:

1. **Employee Service Conditions**
2. **A note on your Total Rewards**

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

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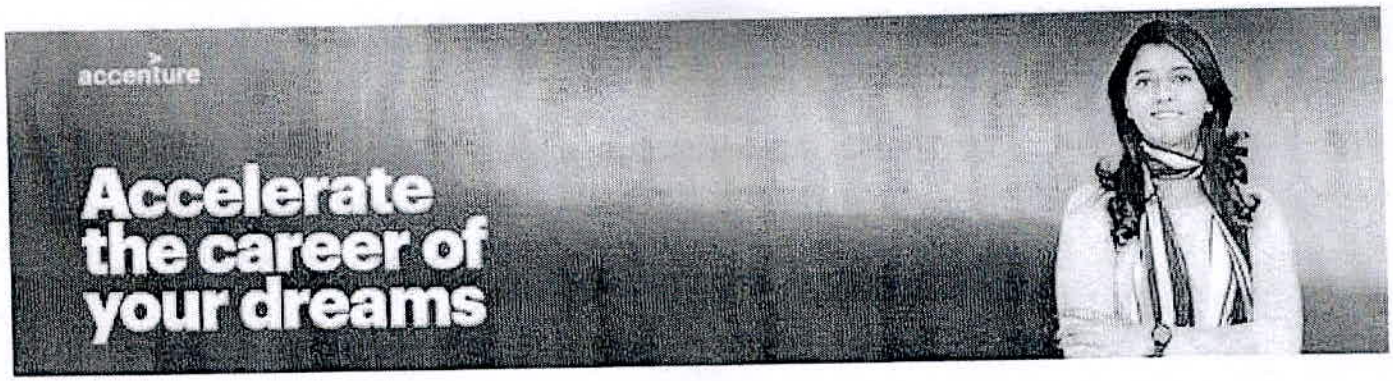
CIN: U72200KA2002PTC030427. Web site: www.harman.com



To,

Name : Soundarya Chandrashekaharaiah

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Soundarya Chandrashekaharaiah,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

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Mphasis - Campus Hiring

Ref No: MPHTH_CD2021-0044

Dear Soumya P,

College Name: Sapthagiri College Of Engineering, Bangalore.

Greetings from Mphasis!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis - **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPS, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPS, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B.Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations.
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the said client fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or revoke this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within **15 days** of Mphasis communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card

b. Aadhar card

c. Passport

d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to campushires@mphasis.com.

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07-Sep-2021

Ms.Spoorthi Iyengar

Sub: Offer of Employment

Dear Spoorthi Iyengar,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

Further, **"Company"** for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.

- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.

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- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2, 3 & 4 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.

Kindly confirm your acceptance of the above offer at our candidate portal
https://candidateportal.harman.com/

The email body containing this offer letter also contains the User-id & password to do so.

Please upload the required documents stated below to the candidate portal.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Plot No.3 & 3A,EOIZ Industrial Area, Sy.No.85 and 86,Sadaramangala Village, Krishnarajapuram Hobli, Bangalore South Taluk,Bangalore District-560066.

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You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)
- 3 passport size photographs with dark grey background (Sample enclosed).
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other Identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year(if applicable)
- Company Personal Data form

We are excited to have you join us quickly and welcome you to the Harman family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release.

For Harman Connected Services Corporation India Pvt. Ltd.

Subhajit Ghosh
Senior Manager, Talent Acquisition

Enclosed Annexures:

1. **Employee Service Conditions**
2. **A note on your Total Rewards**

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

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Annexure 2: Compensation Break-Up Detail

Name:	Ms.Spoorthi Iyengar
Designation:	Associate Engineer
Grade:	9A

Gross Salary	500,000
Base Salary	500,000

Components	Annual (in Rs.)	Monthly (in Rs.)
Basic	200,000	16,667
House Rent Allowance	80,000	6,667
Statutory Bonus	7,000	583
Flexible Benefit Package*	179,380	14,948
Fixed Salary – (A)	**466,380**	**38,865**
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
Statutory Benefits – (B)	**33,620**	**2,802**
Base Compensation	500,000	41,667
Gross Salary – (A+B)	**500,000**	

Pre-tax Take Home

Monthly Fixed Salary	38,865
Professional Tax	200
Provident fund - Employee's contribution	2,000
Monthly Take home - Pretax	**36,665**

Note:

a) Taxes are applicable as per statutory rules.
b) Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
c) Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

For Harman Connected Services Corporation India Pvt. Ltd

Subhajit Ghosh
Senior Manager, Talent Acquisition

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

wipro

APPOINTMENT LETTER

July 9, 2021

Dear Sudhakar Mishra,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

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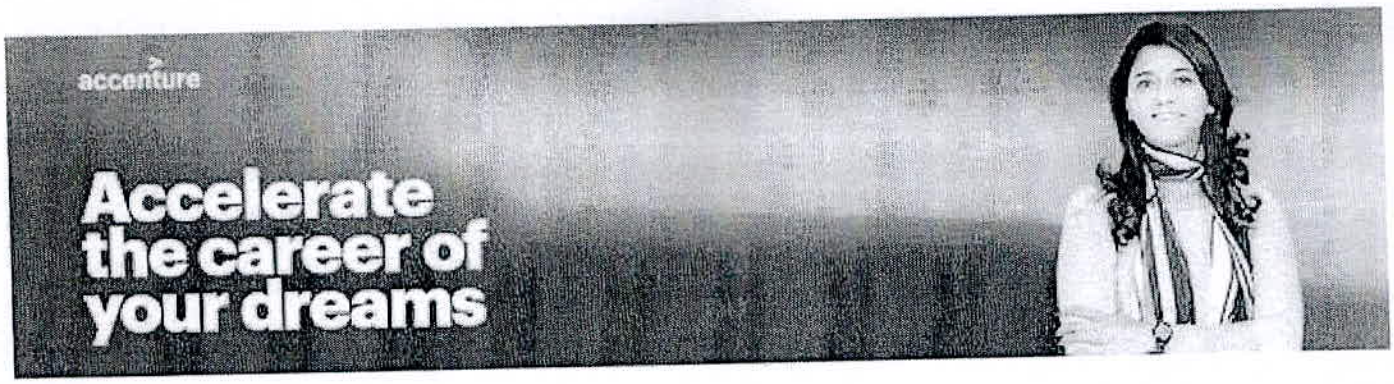

To,

Name : Sukanya Chakka

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sukanya Chakka,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental

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Offer: Computer Consultancy
Ref: TCSL/DT20207314557/Bangalore
Date: 17/08/2021

Ms. Sukanya N
#85, Kuruvathibasavanna Nilaya, Rajadhani Layout, Near Lalitha MahalTumkur Main Road,
Adakimaranahalli,
Bengaluru-562162,
Karnataka.
Tel# -

Dear Sukanya N,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20207314557

TATA CONSULTANCY SERVICES

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Strictly Private and Confidential

Date:13-Jul-2021

Swathi Sanjeeva
C9757197

429,12th cross mariyappan palaya near metro station,kuvempu road bengaluru 560021 karnataka

9113888528

Dear **Swathi Sanjeeva,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Candidate's Signature

Reference Id: f3a0b1d3-db1e-44ab-88a3-d3c59745182d_1
Signed By: Mahesh Vasudeo Zurale

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metricstream
thrive on risk

08/31/2021

Ujjwal Kumar
Khemaji Tola,Sandha, Chapra,Bihar-841301

Landmark: Near Sri Ganga TVS Agency,Near Ashoka Palace

India

Dear Ujjwal,

Sub: Appointment Letter – Associate - CSIG - CSIG - Mobile

Further to your application and interview with us, we are pleased to offer you the position of Associate - CSIG with MetricStream Infotech (India) Pvt. Ltd. Please note this offer is subject to the terms and conditions listed in the Annexure attached.

We would like you to join us on or before 08/31/2021, Please confirm us your acceptance through email or courier by 8/31/2021 failing to which the offer stands void.

Gross Salary: Your annual cost of your compensation to the company will be Rs. 600,000.00/- which will be payable as per the Company's regular payroll policy (or in the same manner as other officers of the Company), subject to withholding and other normal deductions.

We look forward to a mutually rewarding association with you at MetricStream.

TERMS AND CONDITIONS OF EMPLOYMENT

Position:

a. You will be working out of the Company's office in Bangalore, Karnataka. Your services are transferable to our office abroad. In case your services are transferred, you shall have to abide by the company's rules and regulations.
b. You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization,

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whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not directly or indirectly engage or participate in any business that is competitive in any manner with the business of the Company. Nothing in this letter Agreement will prevent you from accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

Confidential Information and Invention Assignment Agreement

Your acceptance of this offer and commencement of employment with the Company is contingent upon the execution, and delivery to an officer of the Company, of the Company's Confidential Information and Invention Assignment Agreement.

Confidentiality of Terms

You agree to follow the Company's policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary, bonuses, stock option allocations to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your immediate family and any legal, tax or accounting specialists who provide you with individual legal, tax or accounting advice.

This appointment is made on the understanding that the information furnished by you for a gainful employment in the Company is correct, true and complete. In the event it is that at any time that the information furnished by you is not correct / true / complete, the Management shall have the right to terminate your services without notice or compensation.

Annexure I

1. Your employment is governed by the following:

   - Your confirmation of acceptance of the offer letter duly signed on each page to MetricStream on or before — 8/31/2021 through email or courier.
   - The HR policies and procedures of MetricStream hereinafter referred to as "the Company" will be applicable to you.
   - You're producing the testimonials on the date of joining in support of your age, qualification, experience, last salary drawn and relieving certificate from the previous employer.

2. You are being appointed on probation for a period of six calendar months (effective joining date) within which time either party (i.e., the Company or employee) may terminate the appointment with written notice of two month or salary in lieu thereof (except in the case of dismissal by the Firm on disciplinary grounds or performance).
3. Subject to satisfactory performance as per the Company's assessment system your appointment will be confirmed in writing. If it is necessary that more time be needed to assess performance then the probation period may be extended. Your probation period is considered as part of your length of service with the Company.
4. During the term of your employment with the Company you should not engage in any employment or act in any way which either conflicts with your duties and obligations to the Company or contrary to the policies or the interest of the Company.
5. Should you desire to leave the services of the Company at any time, you will be required to give a 2-month's written notice or salary in lieu thereof. Similarly, the Company reserves the right to terminate you from its services by either giving you 2 months' notice or salary in lieu thereof.
6. At the time of termination of this employment agreement, if there are any dues from you, the same will be adjusted against any money due to you on account of salary, or bonus or any other payment due to you from

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the Company.

7. You will not during your employment or after the termination, divulge any knowledge or information concerning any matter or thing relating to the business or interests of the Company, its client and its Associates.
8. This appointment is directed towards developing a career for you at MetricStream. However, employment at MetricStream will always entail the condition of satisfactory employee performance and satisfactory market conditions for the Company's services (as it may determine at its sole discretion).
9. We believe that the position we are offering you will be challenging, and will enable us to work together for our mutual benefit.
10. All other administrative details will be briefed to you at the date of joining.

Annexure II

Compensation & Benefits		
Name	Ujjwal Kumar	
Department	CSIG - Mobile	
Designation	Associate - CSIG	
Compensation Breakup*	Monthly (INR)	Annual(INR)
Basic (50% of Fixed CTC)	25,000.00	300,000.00
HRA (40% of Basic)	10,000.00	120,000.00
Management Allowance (Can be split into various tax saving components as mentioned below)	12,000.00	144,000.00
Provident Fund Contribution (Employer Contribution)	3,000.00	36,000.00
Base Salary	50,000.00	600,000.00
Management Allowance		Amount
(subject to declaration, can be split into various tax saving components as mentioned below)		
Sodexo Meal Card		13200 / 26400
Telephone Reimbursement*		24000
Car Fuel Reimbursement*		21600 / 28800
Driver's Salary*		10800
LTA*		50000
NPS (Employer Contribution)		Up to 10% of Basic Salary
Car lease – Applicable for Manager's and above		
** Can be reimbursed against submission of bills Monthly, Quarterly or Annually*		
Benefits Dependent on role / approval by Management		

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Broadband Internet reimbursement up to INR 1000 / per month	
Company Transportation Facility (in case of Late working)	
Other Benefit	**Amount**
Gratuity payable as per Gratuity Act	
12 Days of Casual Leave & 15 Days of Earned Leave	
Life Insurance Cover	2 times of CTC or INR 10,00,000/- whichever is high
Group Personal Accident Cover	2 times of CTC or INR 10,00,000/- whichever is high
Medical Insurance Cover	
(Family Floater consists of Employee, Spouse, 2 children & Parents*)	5,00,000
Your compensation will be reviewed in April 2022 provided you have joined us on or before 30th September 2021.	
* Compensation breakup headers will differ for the employees whose basic is less than INR 21000/- in the Payslip.	

Notes:

The following are the guidelines / requirements formulated by the Company in relation to each component, as well some information about tax exemptions in relation to each in accordance with the Income Tax Act, 1961.

House Rent Allowance: The tax exemption for House Rent Allowance would be computed based on the actual rent paid.

LTA: The tax exemption for 2 domestic journeys in a block of 4 calendar years (Current block is 2018 –2021).

IPS: The tax exemption for NPS would be computed based on the declaration made by you at the me of joining to a maximum amount of up to 10% of Basic Salary.

Maternity benefits:

- Women employees are eligible for Maternity leave of 26 weeks, in case of women having less than two surviving children. 12 weeks of maternity leave for mothers who legally adopt a child of up to 3 months or below. 12 weeks of maternity leave for 'commissioning mothers (surrogacy)'.
- Women employees are allowed work from home on case to cases basis depending on the nature of work. The conditions governing such work from home may be mutually agreed between the employer and the employee.
- Company has made available Crèche facility as per prescribed maternity benefit rules. Women employees opting for such facility are allowed for four visits a day to the crèche.

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Provident Fund: The contribution to Employees Provident Fund is made at 24% on basic salary (12% each from employee and the employer). **Note** - However employee can contribute to Voluntary Provident Fund (VPF) by declaring the monthly contribution on payroll portal and avail the tax benefit under section 80C of Income Tax Act.

Gratuity: Every employee is covered under the Gratuity Scheme as per the rules of The Payment of Gratuity Act, 1972.

Please submit the following at the time of your joining:

1. Resume
2. Educational Qualification Certificates (SSC to Highest Qualification) / Professional Course Certificate (if any)
3. PANCARD & Aadhar Copy
4. Experience Letter & Relieving Letter (from all the companies)
5. Offer Letter & Last 3 Months Pay slips (Recent 2 Employees)
6. Identity Proof & Address Proof (Permanent & Local)
7. Four Passport size photographs
8. Last Pay slip
9. UAN Passbook & EPF E-Nomination Form.

Thanking you,

Sincerely yours,

For MetricStream Infotech (India) Pvt. Ltd.

Pruthvi Arakere Nanjappa

Vice President – Human Resources

General: Please note that individual salary is a confidential matter and not to be discussed with any other employee

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I have read and accepted this employment offer:

Name : Ujjwal Kumar

Date : _____

Signature : _____

Strictly Private & Confidential

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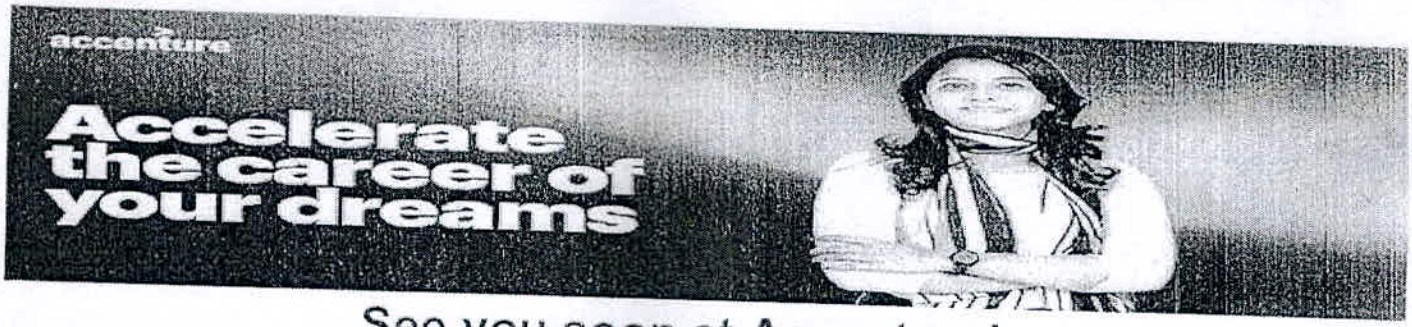

See you soon at Accenture!

Dear Varsha Cm,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.
Link: http://indiacampus.accenture.com/candidate

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not

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SOCIETE GENERALE

Date: 28-December-2020

Name: Vaishali

Address: Bangalore

Dear Vaishali ,

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Société Générale Global Solutions Centre Private Limited (SG GSC).

However, offer of employment will be subject to the conditions that you:

- Clearing course/graduation with minimum 60% aggregate marks in your Graduation / Post Graduation (as applicable)

- Are flexible to work in any shift / process within SG GSC.

- Will not have any backlogs on completion of the course.

Your proposed CTC would be **INR 4,95,753/- per annum** and your work location would be **Bangalore or Chennai**.

Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

With best wishes

Yours Sincerely,
For **Societe Generale Global Solution Centre Pvt Ltd,**

Mohit Sharma
Head - Talent Acquisition

I Accept
Candidate Name: Vaishali Soni
Signature: Vaishali Soni

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exotel

23-Sep-2021

To,

Vikas Sharma,
Bangalore.

Dear Vikas,

Sub: Offer Letter for the position of 'Software Development Engineering-I(Product Engineering)'

At the outset, thank you for your interest in being a part of Exotel!

Further to the review of subsequent discussions, we are pleased to offer you the position of 'Software Development Engineering-I(Product Engineering)'. Your annual remuneration will be **₹ 14,00,000 /-** per annum. (Salary breakup details in Annexure 1).

As discussed, you will be required to commence your services with us on or before **1-Oct-2021**. Your acceptance of this offer letter automatically assumes that you agree to these terms.

Zainul Abdeen will be your reporting manager, and will decide all the appraisals, evaluation of your performances and shall also be the person to-go-to, should you have any doubts.

RESPONSIBILITIES:

- Code and execute tasks/features for services, components, or products.
- Testing
- Deployment
- Instrumentation, dashboarding, and monitoring
- Debugging production issues and handling production incidents
- Stakeholder management
- Being awesome.

TERMINATION:

The Company shall be entitled to terminate the Employee's employment with the Company with immediate effect upon provision of notice in writing to this effect to the Employee, if in the opinion of the Company, the Employee:

a. Neglects or fails to attend to the business or comply with the directions of the Company; violates any Policy of the Company or applicable statutory and regulatory

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ANNEXURE 1:

The annual compensation details are as follows:

ANNUAL COMPENSATION BREAKUP

Particulars	Amount (INR)
Fixed pay	
Basic salary	5,60,000
House rent allowance (HRA)	2,24,000
Conveyance allowance	20,004
Medical allowance	20,004
Food coupons	26,400
Special allowance	5,27,992
Total fixed pay	13,78,400
Gross salary	**13,78,400**
Employer contribution to PF	21,600
Total CTC	**14,00,000**

Your Compensation will be governed by rules of the company on the subject, as applicable and/or amended hereafter. Also deductions, applicable as per prevalent statutes, shall be deducted from salary.

Annual Appraisal to be calculated at the end of March each year (T&C Apply).

The annual appraisal is subject to your performance rating at the end of performance year.
Our Annual appraisal cycle is April to March.
The appraisal will be effective from 1st April every year.

Please note that Salary Structure is subject to change in lieu of change in company policy, income tax rules and all benefits as per company policy, which are subject to change from time to time.

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GCEP

OCT-21.1/20)

APPROACH LETTER

2020-21

(V1-

Mr./Ms. SUBRAMANYA C RNo.GCEP/21/V/T/IN-SEC/ST-KA/11 D:29.10.2020

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office Or Makes Telephonic Discussion Or Looks at all digital platforms. Grifeo's profile, working since 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt & Private institutes to Renowned conglomerates , expertise to work in Human Resource Management.

KEY POINTS

- **JOINING PROCESS -** Will Start from JULY / AUGUST-2021.
- **PLACEMENT OPPORTUNITY -** Will get option to choose among 10 Opportunities
- **PLACEMENT PROFILE -** To be finalized as Your Profile & Necessary Discussion.
- **PLACEMENT SECTOR -** ACADEMIC/BPO/MIS/BO (On Choice, As, Where, When Available)
- **PLACEMENT LOCATION-** Own State Or Neighboring State (As Per Opportunities).
- **FINANCIAL BENEFIT -**TECHNICAL GRADUATE -UPTO 4.8 PAC/- CTC, DIPLOMA- UPTO 2.5 PAC/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE **03.11.2020,**
- **CORPORATE VIRTUAL SESSION -** To Be Conducted shortly & aim to set the mindset as per industry. Session conducted Telephonically/digitally on mutually agreed schedule. It is chargeable initially. Cost is **Rs.1990/-(ONE THOUSAND NINE HUNDRED NINE ONLY)**.To Be paid in **Two (02)** Installments.**Rs.995(NINE HUNDRED NINETY FIVE)** (1st Installment ON OR BEFORE **03.11.2020** & **Rs. 995(NINE HUNDRED NINETY FIVE)** ,2nd Installment ON OR BEFORE **01.04.2021**)Along with Documents.
- **REIMBURSEMENT -** All legitimate expenditure to be reimbursed as performance benefits after a minimum period of service successfully.
- **OPERATING REPORTING/ADMINISTRATIVE CIRCLE –**NEAREST BRANCH JURIDICTION
- **BOND -** No Bond(Financial/Service) Applicable Except Service Protocol/Notice period.

Hope that you will add value with your experience and manage to come upto everybody's expectation. You will be embarking on a new journey towards a new horizon for which all our blessings are with you. As you are going to be an integral part of our professional family, we'll try to extend all possible support to you during collective journey. Looking forward to have you with us and wishing you great success. Your feedback is invaluable. We are proud of the service that Grifeo, the firm that founded back in 2010, provides and we are confident that you will benefit from using our network. Your feedback really matters to us — it's how we ensure we're providing you with the best possible experience and that you are getting the immediate career productivity, that we want all of our associates to enjoy. Therefore, please let us know if there is anything we can do better, and we will personally review each email.

Sincerely,
ADMINISTRATION & TALENT ACQUISITION TEAM
GRIFEO UNIT OF MM MEDIA MANAGEMENT SERVICES-
TEAM -BBSR

Received.
Subhamanya

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

2

BANKING DETAILS TO MAKE PAYMENT OF CORPORATE VIRTUAL SESSION CHARGE-

1ST INSTALLMENT- 995(NINE HUNDRED NINETY FIVE – Dt-03.11.2020

2ND INSTALLMENT- 995(NINE HUNDRED NINETY FIVE)– Dt-01.04.2021

PAYABLE TO -

MM MEDIA & MANAGEMENT SERVICES

BANKER- AXIS BANK

BRANCH - PATIA, BHUBANESWAR

ACCOUNT NO - 918020090249761

IFSC - UTIB0002953

TYPE – CURRENT

***PAYMENT ONLY TO BE DONE BY ANY UPI APP OF ANDROID OR IPHONE OR MOBILE/INTERNET BANKING FACILITY.NO CHEQUE OR DD ACCEPTED.**

-CONTACT DETAILS -

GRIFEO UNIT OF MM MEDIA & MANAGEMENT SERVICES

Registered & Postal - Plot No 284, Bishnu Priya House, Star City Road, Patia, Bhubaneswar-751024, ODISHA -INDIA

PHONE - +91-674-2951700 (MONDAY -FRIDAY -11 AM TO 4 PM)
EMAIL - process@grifeo.com (24 * 7)
WEBSITE- www.grifeo.com / FACEBOOK / LINKEDIN

-DISCLAIMER -

In any circumstance GCEP is a program to enhance the professional profile of a student to get the right career.It does provide specific opportunities to facilitate employability of a person . Selection , remuneration , work & process are solo discretion of the client.To be finalized After necessary formalities over.Grifeo works as facilitator.Any payment can be paid through any e-wallet (ex- " paytm/phone pe/bhim") or upi app or NEFT or Cash Deposit.For Cash Deposit ,additionally 300/- to be deposited.Avoid Cash deposit.Once payment made, send the reference no or bank receipt for confirmation through eMail.At least 72 hours need to get Digital Money Receipt for acknowledge the transaction from Grifeo's side.In Any Circumstances all payments are non-refundable or non-transferable except Grifeo unable to provide service.Slippage on Service delivery may be counted 30 normal days in case of any festival, man-made disaster or natural calamitiesAfter due date late, fine charge applicable except 590/- is late fine.Valid for 2 days.Hence, registration will be revoked. No refund or return or after service will be made.Midst, If Candidate Leaves Any Steps or Does Not Follow Any Instruction Than Grifeo terminates the complete process. Candidate Not eligible for any compensation by any means.Before making any financial transaction, candidate must aware all terms & be ensured then proceed further.Complete information along with organization information on website & all digital platforms.MM MEDIA & MANAGEMENT SERVICES is a partnership firm registered under the partnership act & guided by Govt Of Odisha."Grifeo" is the trademark under ownership MM MEDIA & MANAGEMENT SERVICES, registered office at Bhubaneswar, Odisha.Grifeo or MM MEDIA & MANAGEMENT SERVICES or any of its associate does not commit to provide any job by exchanging money.Provides on request & with clear intention.Any mis-interpretation to be reported legal@grifeo.comAfterpayment,subsequent process will only start.All transactions/communications/service to be offered within indian geographical area /in indian rupees &indian standard time only.This appointment, including the payment of salary, and any subsequent appointments are subject to the availability of funds and confirmation by the Board of Trustees/ Directors /Partners.All of the conditions of this appointment are subject to and governed by any and all Organization Policies, rules and regulations as currently exist and as may be modified during the term of the appointment or when required.In compliance with Company/Firm/Trust law, all persons hired will be required to verify identity and eligibility to work in the Union Of India and to complete the required employment eligibility verification document upon hire.Grifeo a unit of MM Media Management Services , always vow to maintain customer confidentiality since the inception.We have record to keep the data safe in our custody & never sell / lease / use any other purpose except the purpose it has been provided by the customer. Time to time profile analysis report to generate to monitor the growth of the candidate.Primary part , In your case , already done.Various training programs, discussion , experience sharing , expert counselling sessions to be conducted to enhance the employability.You ought not to stay with present employer in case of any lucrative financial and positional development after certain time or free to avail further placement opportunities.Grifeo is a professional organization & therefore , all are connected professionally with black-white. Our duty to counsel people towards the right direction to reach right destination of its career not to convince needlessly to gain financial benefit unethically.Any financial fee we ask for our legitimate service only & applicable to all customers across the country.Any person is any means defaulter like financially or ethically or breach of terms then not eligible for any further service. Means "TERMINATION OF SERVICE". We never commit any specific job role but our program designs in such a way , thus , a candidate gets the Right Position & Right Profile after completion of the tenure.

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

1

Mr./Ms. VINEET KUMAR RNo.GCEP/21/V/T/IN-SEC/ST-KA/11 D:29.10.2020

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office Or Makes Telephonic Discussion Or Looks at all digital platforms. Grifeo's profile, working since 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt & Private institutes to Renowned conglomerates , expertise to work in Human Resource Management.

KEY POINTS

- **JOINING PROCESS -** Will Start from JULY / AUGUST-2021.
- **PLACEMENT OPPORTUNITY -** Will get option to choose among 10 Opportunities
- **PLACEMENT PROFILE -** To be finalized as Your Profile & Necessary Discussion.
- **PLACEMENT SECTOR -** ACADEMIC/BPO/MIS/BO (On Choice, As, Where, When Available)
- **PLACEMENT LOCATION-** Own State Or Neighboring State (As Per Opportunities).
- **FINANCIAL BENEFIT -**TECHNICAL GRADUATE -UPTO 4.8 PAC/- CTC, DIPLOMA- UPTO 2.5 PAC/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE **03.11.2020,**
- **CORPORATE VIRTUAL SESSION** - To Be Conducted shortly & aim to set the mindset as per industry Session conducted Telephonically/digitally on mutually agreed schedule. It is chargeable initially. Cos is **Rs.1990/-(ONE THOUSAND NINE HUNDRED NINE ONLY).**To Be paid in **Two (02** Installments.**Rs.995(NINE HUNDRED NINETY FIVE)** (1st Installment ON OR BEFORE **03.11.2020 &** **Rs. 995(NINE HUNDRED NINETY FIVE)** ,2nd Installment ON OR BEFORE **01.04.2021**)Along with Documents.
- **REIMBURSEMENT** - All legitimate expenditure to be reimbursed as performance benefits after minimum period of service successfully.
- **OPERATING REPORTING/ADMINISTRATIVE CIRCLE –**NEAREST BRANCH JURIDICTION
- **BOND -** No Bond(Financial/Service) Applicable Except Service Protocol/Notice period.

Hope that you will add value with your experience and manage to come upto everybody' expectation. You will be embarking on a new journey towards a new horizon fo which all our blessings are with you. As you are going to be an integral part of ou professional family, we'll try to extend all possible support to you during collective journey. Lookin forward to have you with us and wishing you great success. Your feedback i invaluable. We are proud of the service that Grifeo, the firm that founded back in 2010, provide and we are confident that you will benefit from using our network. Your feedback really matters t us — it's how we ensure we're providing you with the best possible experience and that you ar getting the immediate career productivity, that we want all of our associates to enjoy. Therefor please let us know if there is anything we can do better, and we will personally review each email.

Sincerely,
ADMINISTRATION & TALENT ACQUISITION TEAM
GRIFEO UNIT OF MM MEDIA MANAGEMENT SERVICES-
TEAM -BBSR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

2

BANKING DETAILS TO MAKE PAYMENT OF CORPORATE VIRTUAL SESSION CHARGE-

1ST INSTALLMENT- 995(NINE HUNDRED NINETY FIVE – Dt-03.11.2020

2ND INSTALLMENT- 995(NINE HUNDRED NINETY FIVE)– Dt-01.04.2021

PAYABLE TO -

MM MEDIA & MANAGEMENT SERVICES

BANKER- AXIS BANK

BRANCH - PATIA, BHUBANESWAR

ACCOUNT NO - 918020090249761

IFSC - UTIB0002953

TYPE – CURRENT

***PAYMENT ONLY TO BE DONE BY ANY UPI APP OF ANDROID OR IPHONE OR MOBILE/INTERNET BANKING FACILITY.NO CHEQUE OR DD ACCEPTED.**

-CONTACT DETAILS -

GRIFEO UNIT OF MM MEDIA & MANAGEMENT SERVICES

Registered & Postal - Plot No 284, Bishnu Priya House, Star City Road, Patia, Bhubaneswar-751024, ODISHA -INDIA

PHONE - +91-674-2951700 (MONDAY -FRIDAY -11 AM TO 4 PM)
EMAIL - process@grifeo.com (24 * 7)
WEBSITE- www.grifeo.com / FACEBOOK / LINKEDIN

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Principal
Pathagiri College of Engineering
No.5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 074

OFFER LETTER

Dated:

Dear, Mr. Srikanth · Y·S

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java / Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO 1SG17ME084

QSPIDERS Basavanagudi Bengaluru JSPIDERS

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Qspiders Compus

2020-21

Qspiders CampusConnect
A Unit of Test Yantra Software Solutions India Pvt Ltd

OFFER LETTER

Dated:

Dear, Ashutosh Jha

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, Java, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
Qspiders Campus Connect Team.
Mb: 9513684738.

USN NO 1SG17ME011

QSPIDERS Basavanagudi Bengaluru JSPIDERS

Saptagiri College
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

4

2020-21

OFFER LETTER

Dated:

Dear, Mr. Vishant Singh

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Core Java /Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO 1SG17ME05D

QSPIDERS Basavanagudi Bengaluru

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

5

HOERBIGER
Compression Technology
CIN No. U99999MH1989PTC052116
www.hoerbiger.com

Hoerbiger India Precision Technology Private Limited
(Formerly known as Gala Precision Technology Private Limited)

13th September 2021

To,
Mr. Varun Shetty
Mahavir Villa Plot No 259 Room No 203,
Sec No 21 Nerul Navi Mumbai
Pin No 400706

Subject: Appointment Letter

Dear Varun,

With reference to your application and subsequent interview you had with us, we are pleased to appoint you in our organization as **"Management Trainee"** w. e. f. 13th September 2021 on the following terms & conditions;

1. Your monthly salary & emoluments details will be as per the Annexure- A.

2. You will be on probation for the period of Six months i.e. up to 13th March 2022 which may be extended if necessary and your services will be confirmed in writing thereafter if the same are found satisfactory by the management.
   During the probation period, company reserves the right to terminate your services at any time without notice or pay in lieu of notice and without assigning any reason thereof. If you wish to resign from services of the company during your probation period you will have to give at-least 15 days notice.

3. The other benefits such as Provident Fund, Gratuity/ superannuation etc. as applicable as per the company policy the rules and regulations of various legislations applicable to our industry.

4. All the statutory and non-statutory benefits such as Provident Fund, Gratuity, and Bonus etc. if applicable will be computed only on the Basic Salary and none of the allowances, perquisites, incentives etc. wherever applicable will be considered for these benefits.

5. On your joining you will have to submit an attested proof of your residential address and your date of Birth.

6. After your services have been confirmed, your appointment may be terminated either way by giving One and half month notice or One and half month salary as mentioned above, in lieu of notice by either side.

7. During the continuance of your employment with the Company, you will devote your entire time and attention only to your duties and you will not, in any way, undertake or carry on or get associated with, directly or indirectly, any business, trade, profession or other commercial dealings in any capacity whatsoever with or without remuneration, except with the prior permission in writing from the company.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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8. During your employment with the Company or at any time thereafter, you will not disclose to any person, firm or company, nor you will use for your own benefit or gain, any information which is or may not be of a confidential nature.

9. You would be subject to transfer to any of the departments or establishments of the division to which you are attached or to any of our group or associate companies in India. In case of such a transfer, you will be governed by the rules and regulations applicable to the department or the establishment where you are posted. You would also be subject to deputation to any other division of the Company.

10. In case you are required to be sent abroad by the Company for training, you will have to execute an agreement with the Company on the stamp paper as per the rules and regulations of the Company prescribed for the said purpose.

11. As per the present rules of the Company, your age of retirement will be 58 years. You will be required to submit immediately a proof of your age, which will be taken on record of the Company.

12. You will abide by all the rules and regulations of the Company in force from time to time.

13. You shall be required to keep management informed about the changes of the residential address and the company shall enter in to correspondence with you on the last known address only as mentioned in section 5 of the appointment letter and it shall be treated as authenticated address proof submitted by you to the company for correspondence.

14. After your resigning the services of the company, and before getting relieved from services of the company, you will have to obtain clearance certificate from various departments as per company policy. Moreover, you will have to submit all retained tools and tackles, documents and any other company's assets/properties issued to you during the tenure of your employment. Only after completion of above activities your candidature will be considered for full and final settlement and relieving from services of the company with issuing of relieving letter and experience certificate.

The Management looks forward to your co-operation and contribution towards the progress of the Company.

As a token of your acceptance of the above mentioned terms and conditions, please sign the duplicate of this letter and return it to us.

Thanking you,
Yours faithfully.

For Hoerbiger India Precision Technology Pvt. Ltd.

Santosh Deshmukh
Asst. General Manager HR & IR

Encl – Annexure A

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Hoerbiger India Precision Technology Private Limited
(Formerly known as Gala Precision Technology Private Limited)

ANNEXURE - A
ANNUAL PAY PACKAGE FOR F.Y. 2021

Name : Mr. Varun Shetty
Designation : Management Trainee

	EMOLUMENTS PER MONTH	AMOUNT (Rs)
1	Basic (35% of Gross Annual Emoluments)	8,750
2	HRA (50% of Basic)	4,375
3	Conveyance Allowance	1,600
4	Supervisor Allowance	6,150
5	Medical Reimbursement	1,250
	Children's Edu. Allowance	200
	Total- A	22,325
B	*Indirect*	
	Employer's Contribution to PF	21,600
	Total-B	21,600
C	Annual Benefits	
	Bonus Ex Gratia (10% of Basic)	10,500
	Leave Travelling Allowance (12% of Basic)	
	Total-C	10,500
	Total Annual CTC (A+B+C)	300,000

For Hoerbiger India Precision Technology Pvt Ltd

Santosh Deshmukh
Assistant General Manager - HR & IR

Additional Benefits :
a) Employer's contribution to Gratuity
b) Employer's contribution to Group Accident Insurance Scheme & Group Term Policy
c) Employer Contribution to Medical Insurance Policy for employee, Spouse & Children

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

EMPROTO TECHNOLOGIES
#70/25, 3rd Floor, 8th C Main Road,
Jayanagar 4th Block, Bangalore 560 011

Dear Anup,

We are pleased to extend the following offer of employment to you on behalf of Emproto Technologies Pvt. Ltd.

- Title: "Trainee software engineer"
- Job Description: You will be assigned to different projects depending on the need and you will be working on different technologies as well as different areas and assisting team leads wherever you are asked to pitch in.
- Appointment: This appointment will take effect from 01st September 2021.
- Designation and Position: You will be on probation for a period of six months from the date of your joining. Post probation period, at the sole discretion of the Employer, you will be designated as "Trainee software engineer". Modifications in existing terms of employment will be solely at the discretion of the Management.
- Compensation: Your total cost to the company is Rs. 2,00,000/- (Two Lakhs only) per annum. Salary information of each individual is confidential and we request you to NOT to discuss compensation with any other employee in the organization.
- Office Time: Emproto Technologies official work timings are from 10:00am to 7:00pm Monday to Friday. Emproto Technologies remains closed on all Saturdays and Sundays. You may be required to work late hours as and when needed for work reasons.
- Leaves: You are entitled for 1.25 Casual leaves per month, 5 Sick leaves per annum and other holidays as observed by the company.
- Duties and Responsibilities:
  A. You are expected to work with a high standard of initiative, efficiency, economy and application. You will keep the Company information confidential.
  B. The Management may transfer you for work in any field or place in any of its offices in India or abroad, existing or to be opened in future. Your services may also be used for work for any of the associates or allied concerns of the Company or on deputation to any customers for which you will not be entitled to any additional salary or compensation.
  C. You will devote your entire time to work for the group companies and will not undertake any other direct/ indirect work.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

EMPROTO TECHNOLOGIES
#70/25, 3rd Floor, 8th C Main Road,
Jayanagar 4th Block, Bangalore 560 011

D. You will conduct yourself in all situations in a manner consistent with the high business and ethical standards of the Company.

E. All methods, ideas, formulae or improvements in technology or process conceived by you that are related to the Company's Operations are the property of the Company and should be promptly and fully communicated to the Company.

F. All correspondence, specifications, formulae, documents, data and drawings in electronic, magnetic or hard copy are the property of the Company at all times and you should not retain original or copies for use not related to the Company's business.

- Documents: This offer for employment is subject to your submitting the following documents in original and within fifteen days of your joining duty.

  A. Service Certificate and 3 latest salary slips from the previous employer.

  B. Photostat copies of certificates/ diplomas/ degrees of educational qualifications.

  C. Photostat copies of Passport/Aadhar card for address proof.

  D. Photostat copies of Pan card.

  E. Latest Passport size photograph (4 Copies).

- Confidentiality Agreement: You will not, during your employment with the Company and thereafter, in terms of this letter divulge or make known any information in any way whatsoever relating to the Company of its business or of its customers or any other information, secret processes or data and material, which may come to your knowledge during the course of your employment. You will always maintain strict secrecy and confidentiality in respect of all affairs of the Company. (There is a separate Non Disclosure Agreement attached with this package. You will need to sign that and send it to us)

- Termination of Service: The Management in its sole discretion reserves the right of terminating this appointment immediately during the initial 6 [six] months. And after confirmation the management can terminate the appointment after giving you a notice of two months or salary in lieu thereof without assigning any reasons. Your employment with the Company may be terminated immediately if you breach conditions of employment or if at the time of your application you have furnished false information to the Company or if you have suppressed material information. In such instances, the Company will not provide advance notice nor pay you a salary in lieu of notice.

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#70/25, 3rd Floor, 8th C Main Road,
Jayanagar 4th Block, Bangalore 560 011

A. You must provide 2 month notice in writing if you wish to leave the service of the company. Failure to do so may result in forfeiture of the salary for the last month.

B. You will be terminated from service of the company in case you are found physically / mentally unfit for work.

C. Your position in the company is of immense importance and you are required not to go for any part time job outside the company. If this is violated, then it may be grounds for dismissal from the Company or for the Management to take any action deemed appropriate.

D. Your conduct at all times should reflect observance of the national and local laws that are in effect during your employment. In all dealings with the company and its clients and their organization, the highest standards of propriety and integrity will be expected of you.

E. In all matters not covered above, you will be governed by the applicable statutory regulations / provisions applicable or the laws and policies of the company applicable to your position which may be amended from time to time.

F. You will keep us informed of any changes of your contact number and residential address.

The above terms and conditions are subject to the company's existing policy and are subject to change without prior information.

We look forward to a long and mutually beneficial working relationship with you.

Regards,
Ravindra Manvi
(Co-Founder – Emproto Technologies)
Date: 26th August 2021.

Accepted by :
Anup P
Date: 26th August 2021

Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

EMPROTO TECHNOLOGIES
#70/25, 3rd Floor, 8th C Main Road,
Jayanagar 4th Block, Bangalore 560 011

SALARY BREAKUP

Earnings			Deductions		
Description	Monthly	Yearly	Description	Monthly	Yearly
Basic	Rs 16,666	Rs 2,00,000	Profession Tax	Rs 200	Rs 2,400
HRA	N/A	N/A	TDS	Rs 1,667	Rs 20,000
Total Earnings	Rs 14,800	Rs 1,77,600	Total Deductions	Rs 1,867	Rs 22,400

Net Monthly Income : Rs 14,800
In Words : Fourteen Thousand eight hundred only.

Note : TDS is excluded in the above salary breakup and TDS shall be made as per IT Act and Rules

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20207171441/Bangalore
Date: 09/03/2021

Mr. Mohan S
16/33,16th Main,4th Block16/33,16th Main,4th Block, Nandini Layout,
Nandini Layout,
Bangalore-560096,
Bangalore.
Tel# 91-9591572156

Dear Mohan S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
#14, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai
TCS Careers Serviceline: 1800 209

Mohan

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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TCS Careers Services line: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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planetspark

WINSPARK INNOVATIONS LEARNING PVT LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
http://www.planetspark.in

Offer Letter

Date: 23/07/2021

To

Akshata Shenoy K

Employee Code: _ PS04342

Dear Akshata,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **03 August 2021.** You will be working from home and in the domestic process

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**590400**

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**
   You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall

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assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company.

3. **Termination of Service:**
   Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207157492/Bangalore
Date: 09/01/2021

Mr. Vishruth Br Shetty
#339/257th Cross,
Near New Carmel School,Hegganahalli,
Bangalore-560091,
Karnataka.
Tel# 91-9449157674

[redacted]ear Vishruth Br Shetty,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and onditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the firs year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If nc accepted within 7 Days, it will be construed that you are not interested in this employment an this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joinir date and initial place of posting. The Joining letter will be issued to you only upon successf completion of your academic course, you meeting the TCS eligibility criteria & you completing tl mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms

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Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 [illegible]

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Vishruth Br Shetty
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive**		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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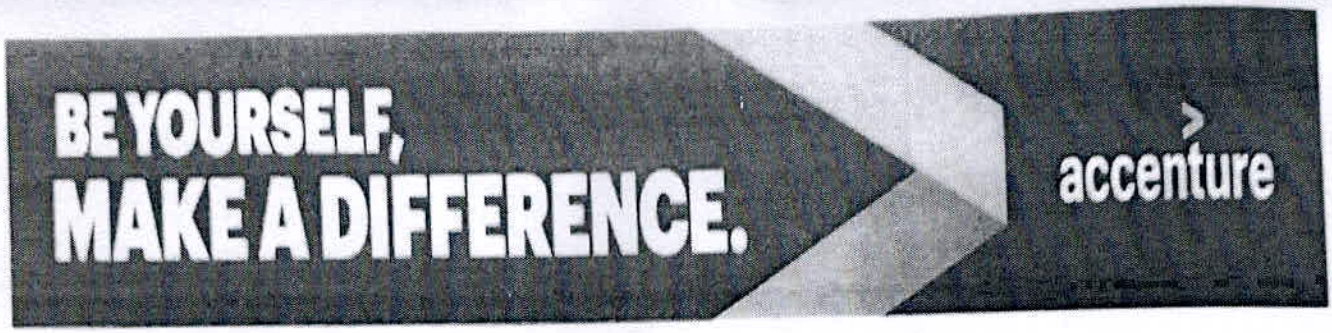

Strictly Private and Confidential

Date:12-Aug-2021

Vishwas Shabadi
C9890295

No.54, 2nd main road, Sapthagiri Enclave, Abbigere, Bengaluru - 560090

9632740595

Dear **Vishwas Shabadi,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

 candidate's Signature

Reference Id: 2ea2fdcb-cd7f-4f6e-8d76-42cff5c75514_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need t score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided t you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is.

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subjec to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify ar of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture Ind and considering the period of leave without pay during the said fiscal year.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

candidate's Signature

planetspark

WINSPARK INNOVATIONS LEARNING PVT LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
http://www.planetspark.in

Offer Letter

Date: 23/07/2021

To

Aishwarya Gupta

Employee Code: _ PS04338

Dear Aishwarya,

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **03 August 2021.** You will be working from home and in the domestic process

You will be paid gross emoluments and incentives as detailed in Annexure – A.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.

Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

AUTHORIZED SIGNATORY
Encl.: As above

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
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Annexure – A

Emoluments can be bifurcated as under:

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Medical Allowance	2000	24000
Supplementary Allowance	2000	24000
Gross Salary	27400	328800
*Performance Linked Incentive based on Individual Target	20000	240000
Employer PF Contribution	1800	21600
Total CTC		**590400**

During first month fixed component will be 20000 INR and second month onwards CTC will be revised according to annexure A.

Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**
   You will be in probation period of 21 Days from the date of joining and will not be confirmed if you are unable to get license to sell i.e. successfully complete the training within 21 days of joining.

3. **Nature of Work:**
   You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
   You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. **Intellectual Property Right:**
   If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall

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assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

1. **Secrecy/Confidentiality:**
   You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

2. **Annual Leave:**
   You will be entitled to 4 annual leaves for every completed quarter at the company.

3. **Termination of Service:**
   Either party can terminate this employment by serving a notice of one week on the other. The Full and Final settlement will be processed after 45 days from the last working date.

4. **Appointment in Good Faith:**
   It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here such as traveling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

"I hereby accept this offer and I Confirm that I have signed out of the placement process"

date(日付) 1/7/2021

採用通知書・労働条件通知書
Offer Letter of Employment and Working Conditions

株式会社カンブライト
京都府京都市中京区桜之町430-5 ※寺町通六角下る
canbright co., ltd
430-5, Sakurano-cho, Nakakyo-ku, Kyoto-shi, Kyoto

Dear Mr. Dasharath R

この度は、弊社の WEBエンジニア の求人にご応募頂きありがとうございました。
貴殿を採用する事を決定致しましたので、お知らせ致します。
以下の労働条件を確認の上、承諾する場合は署名をお願い致します。
但し、署名をしたとしても、以下のいずれかに該当した時は貴殿との雇用契約は成立しないものとします。

（1） 在留証明書の発行を受けられなかった場合
（2） VISA（査証）の発行を受けられなかった場合
（3） 提出書類に虚偽の記載をしていたことが発覚した場合

Thank you for your employment application for the following position.
We are delighted to extend this offer of employment to you as the position of
WEB Engineer
Please take time to review this summary of terms and conditions for your anticipated employment with us.
Kindly note that it also includes a list of necessary documents to be submitted upon your acceptance of this offer.
However, the employment contract will be invalid in the following cases.

(1) In case of appropriate COE (Certificate Of Eligibility) is not issued by the Immigration Bureau of Japan.
(2) In case of VISA is not issued by Embassy of Japan (or representative office) in your country.
(3) In case of any false representation in submitted documents are detected.

※このオファーレター の英語版と日本語版とに不一致がある場合、日本語版が優先されるものとします。
※If this English version of the offer letter does not conform to Japanese versions, the Japanese version shall prevail.
※この内定通知の返答期限は通知から 10 日以内とし、返答が遅れる場合は必ず弊社担当へ連絡をする事。
※Acceptance/rejection of the offer has to be notified to the company in 10 days from the day offer was made. In case you will be late for the date, contact the person in charge and notify.

(President`s Signature/代表署名)
Kazuma Inoue
CEO

下記労働条件を了承し貴社への入社を受諾致します。
I accept the offer as outlined below.

Dasharath (Signature/内定者署名) 1/19/2021 (Date/内定受諾日)

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Bengaluru - 560 057

労働条件通知書(Working Condition Notification)

雇用タイプ Employment Type	正社員 Full-Time Employee	雇用期間 Term of Employment	期間の定めなし Permanent

職種 Job Type	WEBエンジニア WEB Engineer
職務内容 Job Description	◆2021年4月リリースとなる食品製造業向けクラウドERP「CANBRIGHT」の開発 ・商品管理、販売管理、在庫管理、発注管理、生産管理、シフト管理、衛生管理、チャット機能、タスク管理機能、レジ機能、オンライン学習機能など ・リリースしてからも機能改良を続けていきます。 <主なスキル> フロントエンド：HTML, CSS, JavaScript（React.js, TypeScript） バックエンド　：Ruby, Ruby on Rails, MySQL, Nginx,（今後Go言語の導入検討） AWS, Dockerを用いたインフラ構築 モバイルアプリ：Flutter その他ツール　：Github, Slack, Backlog 等 ◆ Development of CANBRIGHT, a cloud ERP for the food manufacturing industry to be released in April 2021 ・ CANBRIGHT includes various function such as; product management, sales management, inventory management, order management, production management, shift management, hygiene management, chat function, task management function, cash register function, online learning function, etc. ・ We will continue to improve the functionality even after the release. <Key Skills> Front End: HTML, CSS, JavaScript (React.js, TypeScript) Back-end: Ruby, Ruby on Rails, My SQL, Nginx. (Consider future introduction of Go-language) Construction of infrastructure using AWS and Docker Mobile application: Flutter Other tools: Github, Slack, Backlog, etc.
就業場所 Place of Employment	大阪府大阪市西淀川区竹島2丁目6番18号 2-6-18 Takeshima, Nishiyodogawa-ku, Osaka-shi, Osaka
就業時間 Working Hours	9:00 - 18:00
就業開始日 Starting Date	01 October 2021　*TBD 就業開始日はビザ取得及び日本語習得状況により変動の可能性がある。 Starting date could be changed depending on visa application and Japanese language study.

試用期間 Probation Period	6 ヶ月間 6 Months	所定時間外労働 Presence of over time work	あり Yes

休日（定例日） Days Off(Regular)	土曜日 Saturday	日曜日 Sunday	年末年始休暇 New Year Holiday	国民の祝日 National Holiday	

休暇 Leave	①年次有給休暇 ・6ヶ月継続勤務した場合：　10 日 ・継続勤務 6 ヶ月以内の年次有給休暇 なし Annual Paid Leave ・Working continuously for 6 months or more: 10 Days ・Working continuously up to 6 months: N/A

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休暇 Leave	②代替休暇： なし Substitute Days Off: N/A

賃金
Wages

①基本賃金 Basic Pay

年収(諸手当を含む) Annual Wage(incl.Various Allowances)	3,240,000 円 JPY
月額（残業代は別途加算） Monthly Wage(excl. overtime pay)	250,000 円 JPY
手取り月額 Monthly Net Salary	200,000 円 JPY

賃金からの控除項目 Deduction from wage	健康保険料 Health Insurance	厚生年金保険料 Employee's Pension Fund	雇用保険料 Welfare Pension	所得税 Income Tax

②賞与： なし 詳細： -
Bonus: N/A Details: -

③諸手当
Various Allowances

諸手当 1 Allowance1	職務手当（エンジニア職） Skill Allowance	20,000 円 JPY

（詳細：試用期間6ヶ月として、入社7ヶ月目から手当がつく。）
(Detail : Skill allowance will be provided from the 7th month of employment after 6months of probation period.)

諸手当 2 Allowance2	住居手当・交通費手当 Housing・Commuting	30,000 円 JPY

③所定時間外、休日または深夜労働に対して支払われる割増賃金率
Additional pay rate for overtime,holidaywork or night work

1. 所定時間外：
Overtime Work:

法定外 Legal overtime	25%
所定外 Fixed Overtime	25%

2. 休日:
Holiday Work:

法定休日 Legal Holiday Work	35%
法定外休日 Non-Legal Holiday Work	25%

3. 深夜:
Night Work: 25%

④渡航一時金・・・福利厚生として以下を含む。
Benefit Program for Arrival・・・The company offers benefits program below:

a. 来日時の航空券代支給 Travel Expenses	あり Available		
b.初期生活費支給 Initial Living Cost	あり Available	支給額 Amount	100,000 円 JPY
c.査証の申請費用の支給 Expense for Visa Application	あり Available		

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<table>
<tr><td rowspan="3">賃金
Wages</td><td colspan="4">⑤給与の締日、支払い日、支払い方法
Closing Day of Payroll, Payday and Method of Wage Payment</td></tr>
<tr><td>締日
Closing Day of Payroll</td><td>毎月20日
20th of each month</td><td>支払い日
Payday</td><td>当月末日
end of the same month</td></tr>
<tr><td>給与の支払い方法
Method of Payment</td><td>振込
Direct Deposit</td><td colspan="2"></td></tr>
<tr><td colspan="5">⑥昇給： あり 詳細： 8月
Wage Raise: Available Details: August</td></tr>
<tr><td rowspan="2">保険
Insurance</td><td>社会保険の加入状況
Joining Social Insurance</td><td>厚生年金
Employee's Pension Insurance</td><td>健康保険
Health Insurance</td><td></td></tr>
<tr><td colspan="4">雇用保険の適用： あり
Application of Employment Insurance: Applied</td></tr>
<tr><td rowspan="4">退職に関する事項
Regarding Retirement</td><td colspan="4">①定年制： なし
Retirement Age System: N/A</td></tr>
<tr><td colspan="4">②再雇用制度： あり
Re-employment System: Available</td></tr>
<tr><td colspan="4">③自己都合退職の手続き： 退職する 30日 前に届け出る事。
Procedure for retirement for personal reasons :
Notification should be made no less than 30 days before retirement.</td></tr>
<tr><td colspan="4">④解雇の事由及び手続き： 詳細は、就業規則による。
Reasons and procedure for the dismissal:Details are stipulated in the Rules of Employment.</td></tr>
<tr><td>その他
Other Conditions</td><td colspan="4">◆日本語教育に関する事項
Regarding Japanese Language Study
入社前の日本語教育実施
Japanese Language Program Before Joining the Company:
①内定者は入社日までに提供される日本語教育課程を完了しなければならない。
The prospective employee has to complete all the Japanese language study program provided before joining the company.
②内定者の日本語学校への出席率が50%以下の場合、会社は本採用通知及び労働条件通知書を破棄する事ができる。
The company can cancel this Notice of Employment and Working Conditions if the prospective employee's attendance rate at Japanese class is lower than 50%.
③日本語教育開始後、本人の都合により内定を辞退した場合、その費用について本人に請求する事ができる。
In case the prospective employee declined the job offer after starting Japanese language education, the company can charge him/her the cost of the program.</td></tr>
</table>

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その他 Other Conditions	④日本語教育全課程の出席率が著しく低かった場合、不参加分の講義代金を入社後、 請求する事ができる。著しく低い場合の目安は60%とする。但し、会社が認めた欠席や致し方ない 事情と判断できるものについてはこの限りではない。請求に関しては請求総額に応じ、 毎月の支払額を決定し、毎月の給与支払いより分割にて天引きする事とする。 但し、本人が退社してしまっている場合は、その費は問わない。また本邊約金の残金があった 場合でも、本件を理由とした退社否認は行わないものとし、残額の請求は行わないものとする。 In case the prospective employee`s attendance rate of Japanese language education program is significantly low through the program, the company can charge the fee to the person for the courses he/she failed to attend after joining the company. The minimum attendance rate considered as significantly low is 60%. Provided, however, that this shall not apply if the absence is approved by the company or circumstances are unavoidable. To charge the fee, the company determine the monthly payment according as the total amount billed and withhold the fee from his/her salary in installments. However, in case he/she has already resigned, the company will not hold him/herself accountable. In case he/she has remaining amount of penalty charge, the company will not deny the resignation of the person due to this penalty and will not charge the remaining amount.
	◆必要提出書類 **Documents To Be Submitted** 入社に際して、下記の書類を必ず提出する事。 You have to submit the documents listed below for joining the company. 1. 証明写真付きの履歴書 Resume "Attested photo copies" 2. 卒業証明書 Certificate of Graduation 3. 学業成績証明書 Official Academic Transcript (Academic Record)

受取人署名（Signature of The Employee) _____

(date) _____

※以上の他は、当社就業規則による。

*Matters other than those mentioned above shall be in accordance with the Rule of Employment of the company.

※本通知書の交付は、労働基準法第15条に基づく労働条件の明示及び短時間労働者の雇用管理の改善等に関する法律第6条に基づく文書の交付を兼ねるものである。

*The issuance of this Notice shall served as "clear indication of working conditions" stipulated in Article 15 of the Labour Standords Act and "delivery of documents" stipulated inArticle 6 of the Act on Improvement etc. of Employment Management for Part-Time Workers.

※労働条件通知書については、労使間の紛争未然防止の為に、保管しておく事をお勧めします。

*The notice of working conditions should be rertained for the purpose of preventing any possible disputes between employees and employer.

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hourglass

Date: August 16, 2021

To,
Mr. Ajay S Pai,

Sub: Letter of Offer for Employment

Dear Ajay,

We are pleased to offer you an appointment at Hourglass Research as **'Patent Associate'** with effect from **August 23, 2021**. You will be based in our Bangalore office. **Address:** Cubicle No. 2.5, Beginest Harbor 2, 3488, HAL 2nd Stage, Indiranagar, Bengaluru – 560008.

Your gross compensation per annum will be **Rs. 5,50,000/-**. The details of your salary Structure are mentioned in **Annexure A.**

Your offer has been made based on information furnished by you. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to terminate this offer for employment.

Employment as per this offer is subject to you being medically fit.

Your detailed appointment letter containing terms & conditions will be given post joining.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming a world class organization. We assure you of all our support for your professional development and growth.

Please acknowledge the receipt of this letter and kindly share your acceptance.

All the best,

For Hourglass Research Private Limited

Ojas Sabnis, Director

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hourglass

Annexure A

Salary structure:

Basic Salary	INR	2,20,000
House Rent Allowances	INR	1,10,000
Special Allowances	INR	1,49,422
Employer's Contribution to Provident Fund	INR	26,400
Medical Allowances	INR	15,000
Conveyance Allowances	INR	19,200
Leave & Travel Compensation	INR	6,000
Medical Insurance	INR	3,906
Maharashtra Labour Welfare Fund	INR	72
Gross Salary	**INR**	**5,50,000**

Total Gross CTC: INR Five Lakh Fifty Thousand only (Per annum).

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Hourglass Research Private Limited
629-630, Nirmal Galaxy – Avior Corporate Park, Opp. Johnson & Johnson Co. Ltd, L.B.S. Marg,
Mulund (West), Mumbai - 400080, Maharashtra, India
Phone: +91 22 25677610

Strictly Private and Confidential

Date:01-Sep-2021

Pruthvi Somashekar
C10036832

#172 49th Cross 3rd Block Rajajinagar

7619342712

Dear **Pruthvi Somashekar,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". Y are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer ar your employment with Accenture is subject to successful completion of the qualifying examination from your college wit an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start da

candidate's Signature

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You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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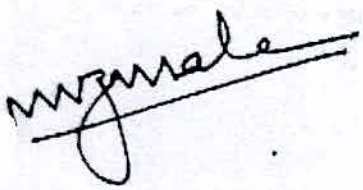
After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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candidate's Signature

BYJU'S

Offer Letter

Name:Ninada A Ashok
Date:Tuesday, September 14, 2021

Dear Mr. Ninada A Ashok ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. Date of Joining & Work Location: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, September 21, 2021** . Your work location would be **Byjus Bangalore - Prestige Tech Park / Bangalore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

2. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Role Location:	Byjus Bangalore - Prestige Tech Park / Bangalore
Sales Circle Location:	Tumkur
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will

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posted in the Role Location.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

(a) Provident Fund;
(b) Income tax deducted at source at the rates applicable;
(c) Employment / professional taxes;
(d) Dues to Company including loans and advances; or
(e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible ve as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the mployee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 3 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons using grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or mpensation.

In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The tice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in ire. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and h other property which you received or in possession or prepared in connection with your employment with the Company.

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Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vast exclusivel in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information betwee yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your associatic with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.

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ANMERKUNG

hr@anmerkung.solution
www.anmerkung.solutio

Letter of Offer

Mr. Harish T

24-08-2021

Sub: Job offer

Dear Mr. Harish T

Further to the test and interview you had with us, we are pleased to offer you the position of **"Embedded Software Engineer"** in our esteemed organization. We trust that your knowledge, skills and experience will be among our most valuable assets.

Your Date of Joining is **25th August 2021.**

The overall CTC offered to you is Rs. 2.4 Lakhs per Annum.

Please send a signed copy of this letter indicating your acceptance to join.

Also please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address.

We look forward to welcome you onboard.

Sincerely,

For **Anmerkung Solutions Private Limited,**

ANMERKUNG SOLUTIONS PRIVATE LIMITED * HR Manager

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wipro CAREERS (/careers-home)

Submit & Print

APPOINTMENT LETTER

September 22, 2021

Dear NIRANJAN B A,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

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b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the

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COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

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Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization.

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TATA

31 August 2021

Nishitha R.
#28, 4th Cross, 2nd Block, D Group Employees Layout,
Andrahalli Main Road,
Bangalore: 560091

Dear Nishitha,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **31 August 2021.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

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2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.

4.2. Compensation structure detailed in the attached annexure is for a posting in **Bangalore**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Bangalore**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. Other Work:

7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4. You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

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9. On Separation:

9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

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11.3. **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter (**"Date of Appointment"**). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature:** _____

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TATA

Annexure 1

Annexure to: **Nishitha R.**

Appointment Letter Dated: **31 August 2021**

Name	**Nishitha R.**
Level	**D**
Designation	**Engineer**
Location	**Bangalore**

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	**26,562**

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947
Annual Gross Salary	**3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai ? 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 641191

Letter of Intent ("LOI")

Dear Chaitanya D.R,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.,** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive o assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clea

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the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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ANNEXURE 1

Chaitanya D.R
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Bengaluru - 560 057

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Date:29-Jul-2021

Poorvika Rangaswamy
C9828714

Lakshmi chennakeshava nilaya,1st main, 1st cross, opposite SBI bank, vinayakanagara, Siddanahosahalli

9113977803

Dear **Poorvika Rangaswamy,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offe your employment with Accenture is subject to successful completion of the qualifying examination from your college an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start

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candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

Version 2.1 (Feb 2021)

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After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

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Bengaluru - 560 057

candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

candidate's Signature

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

candidate's Signature

From Round 1

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 646029

Letter of Intent ("LOI")

Dear AKSHATHA KULKARNI,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

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the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Sapthagiri College of Engineering
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Bengaluru - 560 057

ANNEXURE 1

AKSHATHA KULKARNI
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Candidate ID: 4786194 /873868,

Date of Joining: 08/03/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear AKSHATHA B KULKARNI,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

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Bengaluru - 560 057

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Date:21-Aug-2021

Neha Tr
C9932694
#204,5th main,MS Ramaiah Enclave, hessarghatta main road,nagasandra post
9731221212

Dear **Neha Tr,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". Y are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer a your employment with Accenture is subject to successful completion of the qualifying examination from your college wi an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start da

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Bengaluru - 560 057

candidate's Signature

Reference Id: a3e4f9c6-50f8-47bc-8d53-ff5b7c2f2e54_1
Signed By: Mahesh Vasudeo Zurale

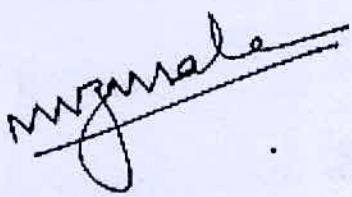
After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

ACKNOWLEDGED AND AGREED:

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

Principal
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Bengaluru - 560 057

candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

3) *Local Variable Bonus (LVB)*

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles o the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

candidate's Signature

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Date:02-Sep-2021

Yeshwanth Shankar
C10044600

5th cross , near Maruthi theatre, Rajagopalnagar, near Peenya 2nd stage, Bangalore - 560058

9880460321

Dear **Yeshwanth Shankar,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: ee6bdb21-b5dc-4ddb-99f5-c5483b0accdf_1
Signed By: Mahesh Vasudeo Zurale

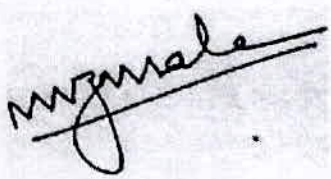
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Principal
Sapthagiri College of Engineering
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Bengaluru - 560 057

candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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Godrej & Boyce Mfg. Co. Ltd.
Regd. Office: Pirojshanagar,
Vikhroli, Mumbai 400 079, India
Tel: +91-22-6796 1700 / 1800
info@godrej.com
www.godrej.com
CIN U28993MH1932PLC001828

9th October 2021

Corporate Personnel & Administration Dept.

Ref: HK/HR/CAMPUS-OFFER'2021-22/TO-292

TR CAT: C-209

Ms. Divyalakshmi P
65 Mahalakshmi, 3rd Cross
AGB Layout, Opposite Sapthagiri Hospital
Near Hesarghatta Main Road
Bangalore - 560090
Mob: 6360309177

LETTER OF OFFER

Dear Ms. Divyalakshmi,

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your 'ection as **Graduate Engineer Trainee** in our Organization. Your appointment is covered under the provisions of e **Apprentices Act, 1961 and its subsequent amendments thereto.** The terms & conditions are as given below:

1. **Place of Posting & Period of Training:**
Your initial place of posting will be at our Vikhroli Establishment, Mumbai. The training period will be for a period of twelve (12) months from your date of joining, i.e., **18th October 2021.**

2. **Consolidated stipend:**
You will be paid an All-inclusive Consolidated Stipend of **Rs.15000/- (Rupees Fifteen Thousand only)** per month.
(In the event of any legislation being enacted/made applicable treating the above mentioned "Consolidated Stipend' as "Salary" for the purpose of calculating Provident Fund, Gratuity, House Rent Allowance, Medical or any other direct / indirect benefit or contribution etc., then in such an event, the said "Consolidated Stipend' shall stand adjusted / modified to the extent so that there is no additional financial burden on the Company on this count i.e., the stipend payable to you by the Company, inclusive of all statutory, direct / indirect benefits or contributions, shall not exceed the above mentioned Consolidated Stipend per month).

3. **Leave Entitlement:**
You will be eligible for Leave as per the Leave Rules of the Organisation applicable to the trainees covered under The Apprentices Act, 1961. The same is subject to change from time to time.

4. **General terms & conditions:**

a) Although it is not mandatory and / or obligatory on the part of the Company to offer you employment upor completion of the training period, you will be considered for any suitable opening that may arise / exists at tha point in time, subject to your overall performance, attitude, conduct, attendance & punctuality besides meetin the requisite selection criteria.

b) As a part of the terms and conditions as mentioned in this Letter of Offer, you will be required to sign a Servi Agreement (Bond) for a period of two years (one year as a Trainee and one year subject to being absorbed regular employment upon successful completion of the training period). Enclosed is a draft of the said Servi Agreement, which you are required to go through, fill in the relevant details viz., name, address, name of guarantor etc., and return to us along with the acknowledgement copy of the offer letter as a scanned copy talent.connect@godrej.com.

Contd..

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Corporate Personnel & Administration Dept.

Ref: HK/HR/CAMPUS-OFFER'2021-22/TO-292

9th October 2021

Dear Ms. Divyalakshmi,

Greetings from Godrej!

We are delighted to have you coming onboard on with effect from 18th October 2021.

To make your transition smooth in Godrej, we have organised a Virtual Corporate Orientation Program for five (5) days commencing 18th October 2021.

Your portfolio / assignment and the place of posting will be shared with you through a separate email communication either on the first day or before the end of the virtual orientation program.

To enrich you with knowledge, learning, skills and experience during the traineeship, you will be undergoing a structured Training Program comprising of learning inputs in a phased manner:

Phase 1: Corporate General Orientation Program – On virtual platform

Phase 2: E-modules spread over a month - dates will be communicated later

Phase 3: Training modules of 6 days duration- dates will be communicated later

To make your transition smooth, you will have a Buddy to help and guide you in your initial days.

Please feel free to speak to / write to us for any information that you may need:

Mr. Vishal Makkar (vishalm@godrej.com, 8657164464)
Mr. Ansuman Panda (ansuman@godrej.com, 9437440766)
Ms. Rachna Bhuse (rachna@godrej.com, 9821490425)

We look forward to you becoming part of the exciting growth journey at Godrej!

With best wishes,

HKaur

Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: Offer Letter

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www.godrej.com
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Ms. Divyalakshmi P, Bangalore - 560090

Due to COVID-19 pandemic and the various restrictions imposed by the Government regarding safety, travel, social distancing norms etc, our onboarding process has been redesigned for the current year. The joining process will be conducted virtually by the HR Operations Team. The link for the joining process will be shared with you via email. You are required to attend the same online. It will be followed by the Corporate Induction Program, details of which will be shared with you through email communication.
In case you need further information about the pre-joining / joining process, please send an email at sgkanan@godrej.com; sureshk@godrej.com or aliamma@godrej.com.

5. **Qualification Clause (Declaration of Final Year / Semester Results):**
If your selection is being made prior to the declaration of the final semester results of the examination for which you have recently appeared, you are required to inform the Company about the results immediately upon declaration of the same by the University / Institute. You shall submit a copy of the mark sheet / certificate issued by the Institute / University as documentary evidence and produce the original for verification. In case, you do not pass the said degree / diploma examination, your selection / appointment will be deemed to be automatically terminated without notice or payment in lieu of notice with effect from the date of the declaration of the result at the discretion of the Management. Further, if you are unable to submit the official documentary evidence in support of you having secured a final pass in the aforesaid examination prior to the completion of the training period, your appointment will automatically stand terminated without notice at the end of the training period at the discretion of the Management.

6. **Submission of False Documents:**
If at any time in future, the documents submitted by you pertaining to your date of birth, residence, family details, educational qualification and/or external work experience etc are found to be false / incorrect, the Company reserves the right to terminate your appointment forthwith besides initiating necessary legal proceedings against you as per law.

7. **Code of Conduct:**
You will be bound by the Company's Code of Business Conduct & Ethics as applicable from time to time and will be required to sign 'Code of Business Conduct & Ethics upon your joining the Company. In addition, you will be required to sign an 'Employee Non-Disclosure & Confidentiality Agreement' upon your joining the Organization, which aims to protect the intellectual proprietary rights and business information of the Company and its clients / business associates.

8. **Conflict of Interest:**
You are expected to carry out your duties and responsibilities diligently, and shall always, safeguard the interest of the Company. During your traineeship / employment in our Company, you are required to devote yourself exclusively to the services of the Company and you shall not undertake yourself directly or indirectly with any business, duties or outside work, either part time or full time, without the prior express permission of the Management. The Company regards conflict of interest as a severe offence, which may lead to strict disciplinary action, including termination of your traineeship / employment without notice.

9. **Indemnity:**
You shall indemnify the Company against any loss / damage, proceedings which the Company may suffer due to any wrongful acts, negligence and/or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your traineeship / employment on such count or the right of the Company to seek other remedies which the Company may have to make good the loss / damage suffered.

Contd....(4)

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www.godrej.com
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Ms. Divyalakshmi P, Bangalore - 560090

Upon receipt of your acceptance of the offer letter along with the copy of the Service Agreement, we shall send you the original Service Agreement (Bond). You will be required to return to us the original Service Agreement, duly signed by you and by your guarantor in all the pages, within a week through courier / speed post at:

Godrej & Boyce Mfg. Co. Ltd.
Corporate Human Resources Dept.
Plant No.11, 2nd Floor, Pirojshanagar,
LBS Marg, Vikhroli (West), Mumbai 400 079.
Contact: Mr. Suresh K / Ms. Aliamma S
Tel.: 022-6796 4151 / 1435

The guarantor can be any adult person related / known to you and whose financial credibility is also sound enough to recompense the guaranteed amount in case of any default from your side.

c) During the training period, you will not be eligible for any Variable Pay (viz., Performance Pay, Sales / Service Incentives etc.).

d) Your selection as a trainee is subject to you being found medically fit by the Company's Medical Officer or by a Medical Practitioner of Company's choice.

e) While your initial place of training / posting will be at our Vikhroli Establishment, you are liable to be transferred to any of the Company's Establishments / Upcountry Manufacturing Plants / Project Site Office within the territory of India during your training period and/or thereafter and the same will not have any impact on your Consolidated Monthly Stipend.

f) The Management shall decide your Function (Profile), Division and the Place of Posting as per the business need and exigencies, and the same shall be communicated to you during the Corporate Orientation Program (virtual). The Management's decision in this regard shall be final and binding on you.

g) As and when it is required to impart training to you on a non-working day, you will be required to report for training on such days for which you will be given compensatory off. Similarly, as and when required, you may be called upon to report in second shifts when specific / special training opportunities are available.

h) If you wish to resign from the traineeship of the Company, the notice period is one month during the training period and you will be permitted to do so subject to your fulfilling the terms & conditions as per the Service Agreement (Bond) signed by you. The Company reserves the right not to accept the notice period depending upon business needs and requirements. In case you leave the traineeship without fulfilling the terms & conditions as applicable to you, the Management reserves the right to initiate appropriate proceedings as per law.

i) Your traineeship can be terminated by the Company at any time by giving you one month notice. Upon successful completion of the training and after absorption in regular employment, the notice period is three months on either side.

j) The Company reserves the right to terminate your traineeship / employment at any time without notice or payment in lieu thereof if you are found guilty of absence from duty without prior intimation and/or permission for a continuous period of seven days or more, insubordination, non-performance, low productivity, disclosing confidential data or information pertaining to the Company, bonafide loss of confidence, misappropriation of Company's funds, causing damage to the property of the Company, non-compliance of Company rules & regulations besides omission / commission of any act on your part which may be prejudicial to the interest of the Organization.

Contd....(3)

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Ms. Divyalakshmi P, Bangalore - 560090

10. The Company reserves the right to add to, amend or vary the forgoing terms and conditions as and when found necessary.

We shall complete the physical document verification process at respective place of posting once you start visiting our Vikhroli Establishment or the Branch / Upcountry Manufacturing Establishment in coordination with the HR / Commercial Team Members at the respective location(s). You will be required to submit the following documents for verification purpose:

- All certificates and marksheet in original pertaining to your educational qualification, along with one Xerox copy of each (S.S.C. or School Leaving Certificate to be submitted as documentary evidence for date of birth).
- Three passport size photographs (in professional attire)
- Photocopy of PAN Card and Aadhar Card.
- Letter from your present/last employer confirming that you have been relieved from their service (only if applicable).

The formal Letter of Appointment will be issued to you upon completion of the Corporate Orientation Program.

Any dispute, differences or disagreement arising out of the terms & conditions of this Offer Letter & the Service Agreement entered by you with the Company shall be referred to a Sole Arbitrator nominated by the Company under the provisions of Arbitration & Conciliation Act, 1996, whose decision shall be final and binding. The language of the Arbitration shall be English and the location of the same shall be in Vikhroli, Mumbai.

Please confirm on the attached copy that you accept our offer and return the copy to us through email at: talent.connect@godrej.com within two days from the date of receipt of this letter failing which your appointment as a trainee shall be treated as withdrawn and cancelled.

We look forward to your joining Team Godrej for a bright and prosperous career with us.

Yours truly,
For Godrej & Boyce Mfg. Co. Ltd.

HKaur

Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: Draft Service Agreement.

I have gone through the Terms & Conditions of the aforesaid Letter of Offer and the Draft Service Agreement and understood the contents of the same. I hereby agree to abide by the said terms & conditions. I shall report for training on _____.

Signature: _____ Date: _____ Mobile No.: _____

Godrej

Principal
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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4909246 /952629,

09/09/2021,

Subramanya M V
S/O MV Varadan,#19, Doddabidarakollu, near Gurushree school, Nagasandra, Bangalore,,560073,
Banglore ,Karnataka,
India

Confidential

Dear Subramanya M V,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini'** or **'Company')** starting from **09/09/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Mumbai**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Bengaluru - 560 057

Candidate ID: 4909246 /952629,

Date of Joining: 09/09/2021,

Joining Location: Mumbai,

Designation: Analyst,

Dear Subramanya M V,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road,
Airoli, Navi Mumbai, Maharashtra - 400708

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Total Cost to Company		Rs. 300,002.00

Annexure - B

Subramanya M V

Analyst

Total Cost to Company (CTC). Rs.380,006.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs108,000.00
Other Allowance and Reimbursement - 1	Rs.1,199.00	Rs.14,388.00
Other Allowance and Reimbursement - 2	Rs.147.00	Rs.1,764.00
Advanced Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	**Rs.341,940.00**
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)	Rs.722.00	Rs.8,664.00
Total Fixed Compensation	**Rs.31,017.00**	**Rs.372,204.00**
Total Cash Compensation	**Rs.31,017.00**	**Rs.372,204.00**
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Capgemini contribution to ESI		Rs.0.00

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Annexure - A

Subramanya M V

Analyst

Total Cost to Company (CTC). Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs. 0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00

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Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,
Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708

Email: hremployeeservices.in@capgemini.com

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited

Anilkumar Singh
Head - Talent Acquisition & Resourcing

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Bengaluru - 560 057

Total Cost to Company		Rs.380,006.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements - 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19800.00
Books and Journals	24000.00
Professional Pursuit	180000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

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LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Shirin M Thomas

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Shirin M Thomas,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,51,968/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

THIS TORRY HARRIS INTEGRATION SOLUTIONS

6-Sept-2021

Private & Confidential

Ms. Shraddha S Gowda
Bangalore

Dear Shraddha,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS);** Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with 15-Sept-2021

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X Photocopies of all the pages of your passport **or** driving license **or** voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

G. Shivdayal Charan
Manager - HRD

Accepted By:

Shraddha

Shraddha Sf
Date:

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

eldaas
Design for future

October 03, 2021

Anusha SV.
2nd Cross,
Chikkanna Layout,
Shettihalli, Jalahalli,
Bangalore-560015

Dear Anusha,

We are pleased to extend you an offer from **ELDAAS Technologies Pvt Ltd.**, for the position of "**Junior Development Engineer-Trainee**" in the R&D department. We are looking forward to your Joining on **October 04, 2021** with the salary and benefits:

Compensation Package	Monthly	Annual
Basic Salary	15,000.00	1,80,000.00
House Rent Allowance (HRA)	6,000.00	72,000.00
Medical Reimbursement	1,250.00	15,000.00
Conveyance Allowances	800.00	9,600.00
Flexible Allowance :	285.00	3,420.00
Gross(A)	**23,335.00**	**2,80,020.00**
Insurance	415.00	4,980.00
Year End Bonus	1,250.00	15,000.00
Benfits (B)	**1,665.00**	**19,980.00**
STI (Short Term Incentive) (C)		**50,000.00**
CTC (A+B+C)	**25,000.00**	**3,50,000.00**

STI(Short term Incentive)	Paid after completion of 1 year based on performance of the employee and company .
	STI will be paid based on the target achieved
Year End Bonus	Will be paid after completion of 1 year
Flexible Allowance :	Leave Travel allowance,Medical reimbursements,Conveyance allowances,Mobile Phone allowances,Academic allowance,Special Allowances

Other Benefits:

- Employee Recognition
- Care And Appreciation
- Wellness Program
- Profit Sharing
- Healthcare Insurance
- Vacation / Paid Time Off
- Paid Parental Leave

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

HARMAN
Harman Connected Services Corporation India Pvt. Ltd
No.3 & 3A, EOIZ Industrial Area, Survey No. 85 & 86
Sadaramangala Village, Krishnarajapuram Hobli
Bangalore-560066, Karnataka, India
+91(80)3307 1000
+91(80)3307 2000

Don't forget to follow HARMAN on Social media **#harmanconnectsme**

06-Sep-2021

Sub: Offer of Employment

Dear Pavithra V,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

Further, **"Company"** for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Strictly Private and Confidential

Date:25-Aug-2021

Sagar Shekar
C9997359

No.752, Shiva Nilaya, Old Railway Station Road, 2nd Cross, Basappa Garden, Chikkabanavara

9980661881

Dear **Sagar Shekar,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

candidate's Signature

Reference Id: 28b0adad-a35d-46d9-960b-5ef35e982307_1
Signed By: Mahesh Vasudeo Zurale

Offer: Computer Consultancy
Ref: TCSL/DT20206968448/Bangalore
Date: 09/01/2021

Mr. Yathin B S
Vokkaligara Sanga Free HostelOuter Ring Road,
Behind Kengal Hanumanthaiah Dental Hospital,
Bangalore-560091,
Karnataka.
Tel# 91-

Dear Yathin B S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sahyadri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 061

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Ref: TCSL/DT20207216146/1446475/Bangalore
Date: 10 May 2021

MR. NITIN B S
No 6/9 2nd Main, 8th Cross, Govindarajnagar,,
Vijaynagar/ Opp To Raheja Appartments, Bangalore,
Karnataka-560040.
Tel# 917259755128

Sub: Joining Letter

Dear Mr. Nitin B S,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **27th May 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Offer: Computer Consultancy
Ref: TCSL/DT20207185883/Bangalore
Date: 09/01/2021

Ms. Nandini S
22Sr Layout,
Bonmill,
Bangalore-560073,
Karnataka.
Tel# 91-6360551086

Dear Nandini S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
VYOEHI RC 1 BLOCK, B2, EPIP, Whitefield, Bangalore
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20207259141/Bangalore
Date: 09/01/2021

Ms. Lavanya P
696th Cross,
Chamundeshwari Nagar, Laggere,
Bengaluru-560058,
Karnataka.
Tel# -

Dear Lavanya P,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
VYOEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

HARMAN
Harman Connected Services Corporation India Pvt Ltd.,
C-4 Block, Wing A, Manyata Embassy Business Park, SEZ
Rachenahalli, Nagawara Village, Outer Ring Road
Bangalore-560045, Karnataka, India
+91(80) 6610 7000
+91(80) 6610 3624

HARMAN
A SAMSUNG COMPANY

Don't forget to follow HARMAN on Social media **#harmanconnectsme**

03-Sep-2021

Ms.Varsha V V

Sub: Offer of Employment

Dear Varsha V V,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

Further, **"Company"** for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.

- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

CIN NO : U72200KA2007PTC044701

SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions India Pvt Ltd

www.qspiders.com

Internship Offer Letter

This is to certify that Mrs.Ranjeeta Das, final year BE student (USN 1SG17EC072) from Sapthagiri College of Engineering, has been selected for internship to work on live projects at QSpiders (A Unit of Test Yantra Software Solutions India Pvt. Ltd.), Bengaluru for 3 months starting from 17th March 2021.

Duration-10th march 2021 to 10th may 2021

Project Guide Name – Mr. Pradeep H H

We request the college to allow the student to dedicate this internship time completely for the live projects to gain working knowledge on the technologies.

We wish her all the best.

For QSPIDERS
(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Suresha Babu S
Senior Executive HR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

CIN NO : U72200KA2007PTC044701

QSpiders

SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions India Pvt Ltd

www.qspiders.com

Offer Letter

This is to certify that Ms. Vaishnavi K S, final year BE student (USN 1SG17EC104) from Sapthagiri College of Engineering, has been selected for internship to work on live projects at QSpiders (A Unit of Test Yantra Software Solutions India Pvt. Ltd.), Bengaluru for 2 months starting from 17th March 2021.

Duration-10thmarch2021 to 10thMAY2021

Project Guide Name – Mr. Pradeep H

We request the college to allow the student to dedicate this internship time completely for the live projects to gain working knowledge on the technologies.

We wish her all the best.

For QSPIDERS
(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)

Suresha Babu S
Senior Executive HR

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai ? 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 726628

Letter of Intent ("LOI")

Dear Mayur R,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

Mr./Ms. SINDHU SHREE G P RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- **PROCESS -** MUTUALLY AGREED SCHEDULED.
- **OPPORTUNITY/s -** Will get maximum Ten (10) employment Opportunities to select, sequentially.
- **PROFILE -** To be finalized on educational qualification, interest & Necessary Discussion.
- **LOCATION-** Candidate's Own State Or Neighboring State or As Per Opportunities.
- **CONFIRMATION-** After accepted of the desirable opportunity, subsequent process completion the joining / confirmation letter to be provided.
- **FINANCIAL BENEFIT –**
  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC,
  - DIPLOMA - UPTO 2.5 PA/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.03.2021.
- **SKILL ENHANCEMENT PROGRAM -**
  - **CORPORATE BEHAVIOURAL SKILL, ADVANCED OFFICE PRODUCTIVITY & REGULAR ENGLISH USE –** It has been designed for the technical students, it is 15 hours program. To be conducted on virtual/digital platform. Will cover the followings...
  - MODULE-I - COMMUNICATION & PROFESSINALISM -
  - MODULE-II - RIGHT PROFILE – RIGHT POSITION
  - MODULE – III - "WORK FROM HOME-NEW WAY TO EXPLORE PROFESSIONALISM
  - MODULE – IV-CORPORATE ETIQUES

- **REIMBURSEMENT -** All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
- **BOND -** No Bond (Financial/Service) Applicable Except Service Protocol & Notice period.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

(Digital Copy ,Therefore, Signature Is Not Required as sent from Registered eMail Box)

WORKING HOURS - MONDAY -FRIDAY -11 AM TO 4 PM

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

Mr./Ms. SONICA M. NAIK RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- **PROCESS -** MUTUALLY AGREED SCHEDULED.
- **OPPORTUNITY/s -** Will get maximum Ten (10) employment Opportunities to select, sequentially.
- **PROFILE -** To be finalized on educational qualification, interest & Necessary Discussion.
- **LOCATION-** Candidate's Own State Or Neighboring State or As Per Opportunities.
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  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC,
  - DIPLOMA - UPTO 2.5 PA/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.**03.2021.**
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  - **CORPORATE BEHAVIOURAL SKILL, ADVANCED OFFICE PRODUCTIVITY & REGULAR ENGLISH USE –** It has been designed for the technical students, it is 15 hours program. To be conducted on virtual/digital platform. Will cover the followings...
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  - MODULE-II - RIGHT PROFILE – RIGHT POSITION
  - MODULE – III - "WORK FROM HOME-NEW WAY TO EXPLORE PROFESSIONALISM
  - MODULE – IV-CORPORATE ETIQUES
- **REIMBURSEMENT -** All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
- **BOND -** No Bond (Financial/Service) Applicable Except Service Protocol & Notice period.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

(Digital Copy ,Therefore, Signature Is Not Required as sent from Registered eMail Box)

WORKING HOURS - MONDAY -FRIDAY -11 AM TO 4 PM

Cerner

April 5, 2021

Suman Kumar S
Theertha Varadamoola@ post Sagara Shimoga Karnatak
Sagara, India 577417

Dear Suman:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of System Engineer at Manyata H-2 in Bangalore. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.
Your regular working days and regular working hours will vary based on business needs, and you are expected to be flexible with your schedule.

Regular working days may be assigned as any of the following:

- *Monday – Friday;*
- *Sunday – Thursday; or*
- *Tuesday – Saturday.*

Regular working hours during your scheduled working days may be assigned as any of the following shifts:

- *5:30 am to 2:30 pm IST;*
- *9 am to 6 pm IST;*
- *2 pm to 11 pm IST; or*
- *5:30 pm to 2:30 am IST.*

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 5,22,400.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 6,02,165 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the benefits brochure for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems

Principal
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GCEP

OCT-21.1/20)

APPROACH LETTER

(V1

Mr./Ms. VIDYA V RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- **PROCESS -** MUTUALLY AGREED SCHEDULED.
- **OPPORTUNITY/s -** Will get maximum Ten (10) employment Opportunities to select, sequentially.
- **PROFILE -** To be finalized on educational qualification, interest & Necessary Discussion.
- **LOCATION-** Candidate's Own State Or Neighboring State or As Per Opportunities.
- **CONFIRMATION-** After accepted of the desirable opportunity, subsequent process completion the joining / confirmation letter to be provided.
- **FINANCIAL BENEFIT –**
  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC,
  - DIPLOMA - UPTO 2.5 PA/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.**03.2021.**
- **SKILL ENHANCEMENT PROGRAM -**
  - **CORPORATE BEHAVIOURAL SKILL, ADVANCED OFFICE PRODUCTIVITY & REGULAR ENGLISH USE –** It has been designed for the technical students, it is 15 hours program. To be conducted on virtual/digital platform. Will cover the followings...
  - MODULE-I - COMMUNICATION & PROFESSINALISM -
  - MODULE-II - RIGHT PROFILE – RIGHT POSITION
  - MODULE – III - "WORK FROM HOME-NEW WAY TO EXPLORE PROFESSIONALISM
  - MODULE – IV-CORPORATE ETIQUES

- **REIMBURSEMENT -** All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
- **BOND -** No Bond (Financial/Service) Applicable Except Service Protocol & Notice period.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

(Digital Copy ,Therefore, Signature Is Not Required as sent from Registered eMail Box)

WORKING HOURS - MONDAY -FRIDAY -11 AM TO 4 PM

Strictly Private and Confidential

Date:16-Jul-2021

Sweta Prakash Rastapur
C9768594

Plot no 149 old jewargi road nava jeevan housing society gulbarga

8861092813

Dear **Sweta Prakash Rastapur,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

candidate's Signature

Reference Id: 4b83e34f-5cd9-48cb-a451-380ff55ee597_1
Signed By: Mahesh Vasudeo Zurale

Offer: Computer Consultancy
Ref: TCSL/DT20207253484/Bangalore
Date: 09/03/2021

Mr. B K Harshit
#425,5th B MainSaneguruvanahalli,3rd Stage,
Basaveshwara Nagar,
Bangalore-560079,
Karnataka.
Tel# 91-9535067629

Dear B K Harshit,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore [illegible]
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

DocuSign Envelope ID: C566B65F-D484-42E5-BDEB-9AC81DAAD8DE

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

06-March-2021
Priyanka R
Sapthagiri College Of Engineering

Dear Priyanka R,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) .Net Certification – Software Development Fundamental (Code: Exam 98-361)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However, if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on **.Net** skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies' establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

DocuSign Envelope ID: 37CFB8DA-D475-4089-BFAA-29EF1E042B3A

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

6-March-2021
Vishwas M
Sapthagiri College Of Engineering

Dear Vishwas M,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

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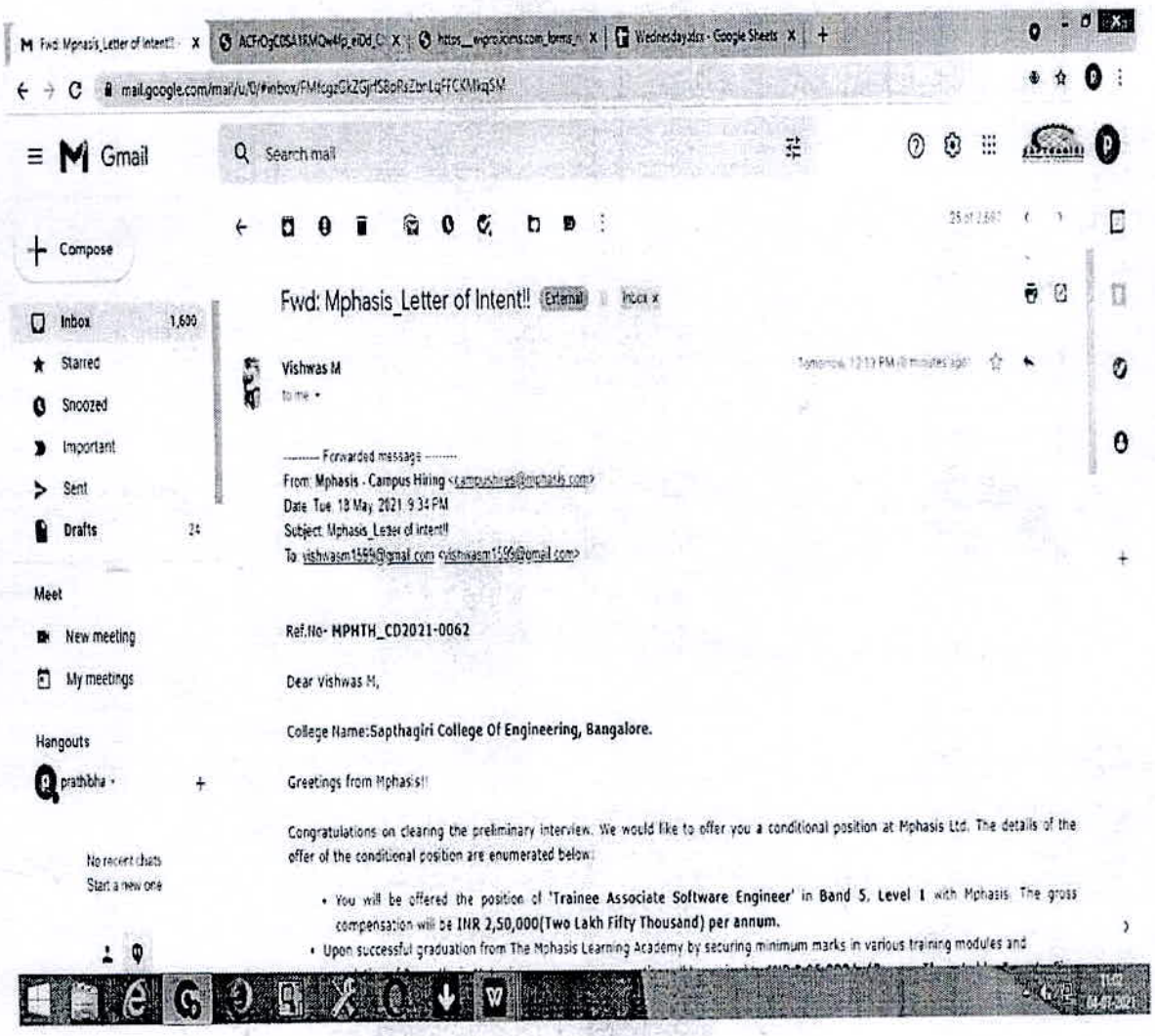
Confidential



Fwd: Mphasis_Letter of Intent!!

Vishwas M

---------- Forwarded message ---------
From: Mphasis - Campus Hiring <campushires@mphasis.com>
Date: Tue, 18 May 2021, 9:34 PM
Subject: Mphasis_Letter of intent!!
To: vishwasm1566@gmail.com <vishwasm1566@gmail.com>

Ref.No- **MPHTH_CD2021-0062**

Dear Vishwas M,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and

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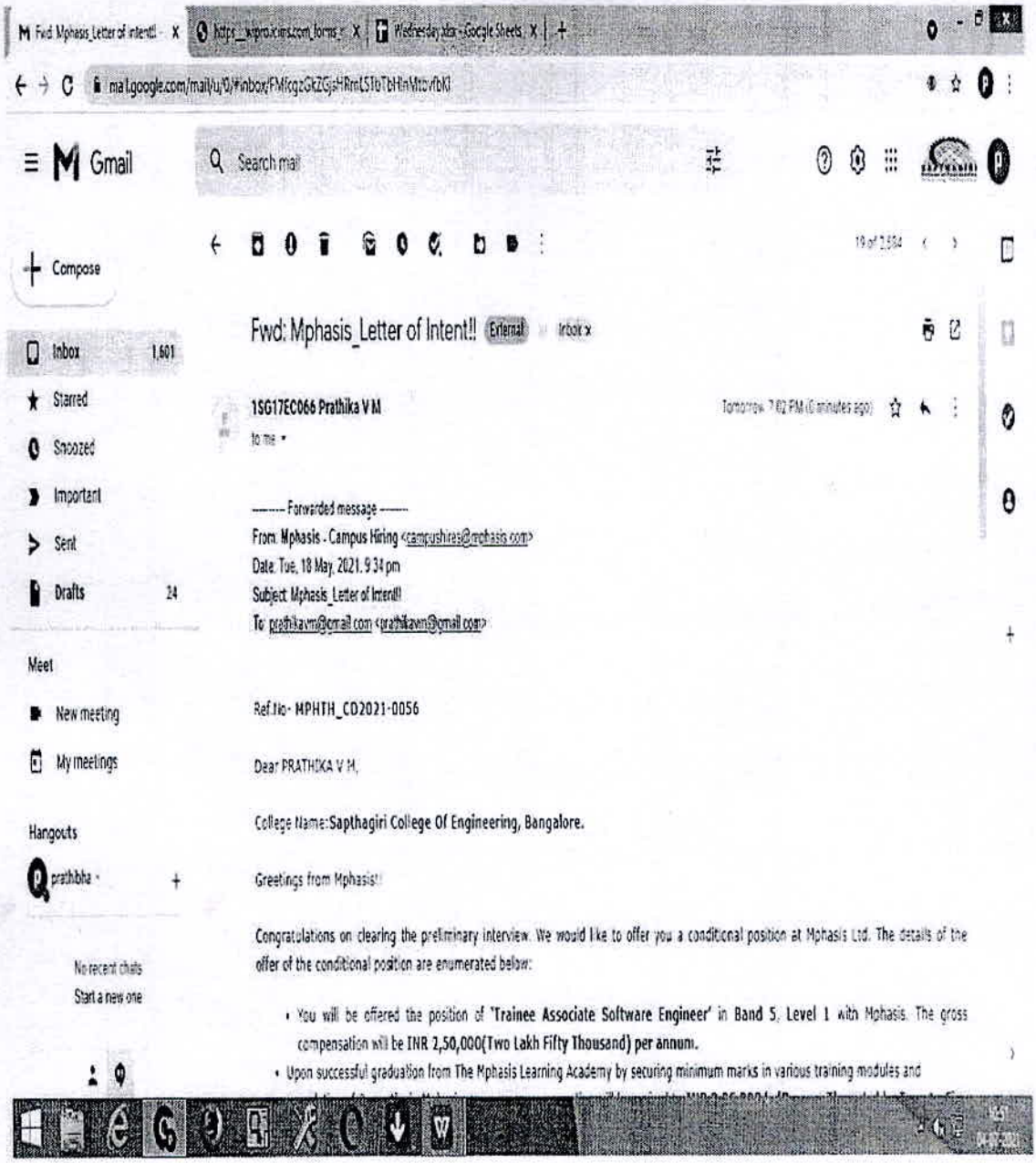
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057



Fwd: Mphasis_Letter of Intent!! - X | https://wiprotcs.com/forms/ - X | Wednesday.xlsx - Google Sheets - X

mail.google.com/mail/u/0/#inbox/FMfcgzGkZGjsHRmLSTbTbHnMtbvrfbKl

Gmail | Search mail

Compose

Inbox 1,601
Starred
Snoozed
Important
Sent
Drafts 24

Meet
New meeting
My meetings

Hangouts
prathbha

No recent chats
Start a new one

19 of 2,554

Fwd: Mphasis_Letter of Intent!! External x Inbox x

1SG17EC066 Prathika V M Tomorrow 7:02 PM (0 minutes ago)
to me

---------- Forwarded message ---------
From: Mphasis - Campus Hiring <campushires@mphasis.com>
Date: Tue, 18 May, 2021, 9:34 pm
Subject: Mphasis_Letter of Intent!!
To: prathikavm@gmail.com <prathikavm@gmail.com>

Ref.No- MPHTH_CD2021-0056

Dear PRATHIKA V M,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and

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Sapthagiri College of Engineering
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Bengaluru - 560 057

Mphasis_Letter of Intent!! Inbox

Mphasis - Campus Hiring 18 May
to me

Ref.No- **MPHTH_CD2021-0057**

Dear Avani Purohith,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs**

Principal
Sapthagiri College of Engineering
Hesarghatta Main Road, Chikkasandra,
Bengaluru - 560 057

HARMAN
A SAMSUNG COMPANY

03-Sep-2021

Ms.Ganavi D

Sub: Offer of Employment

Dear Ganavi D,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

Further, **"Company"** for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Navigate your next

HRD/3T/1002135710/21-22

October 21, 2021

Mr. Lohith D T
352, 29Th Cross, 22Nd Main,
Judicial Layout
Bangalore-560065
India

Ph: +91-8892864170

Dear Lohith,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

ICHARD LOBO
:VP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.10.21 11:57:44 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Company Confidential - This communication is confidential between you and Infosys Limited

Strictly Private and Confidential

Date:17-Aug-2021

Sneha Venkatesh
C9912900

#57 Srinivasa nilaya 1st main 2nd cross kempegowda nagar T.Dasarahalli

9066556458

Dear **Sneha Venkatesh,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

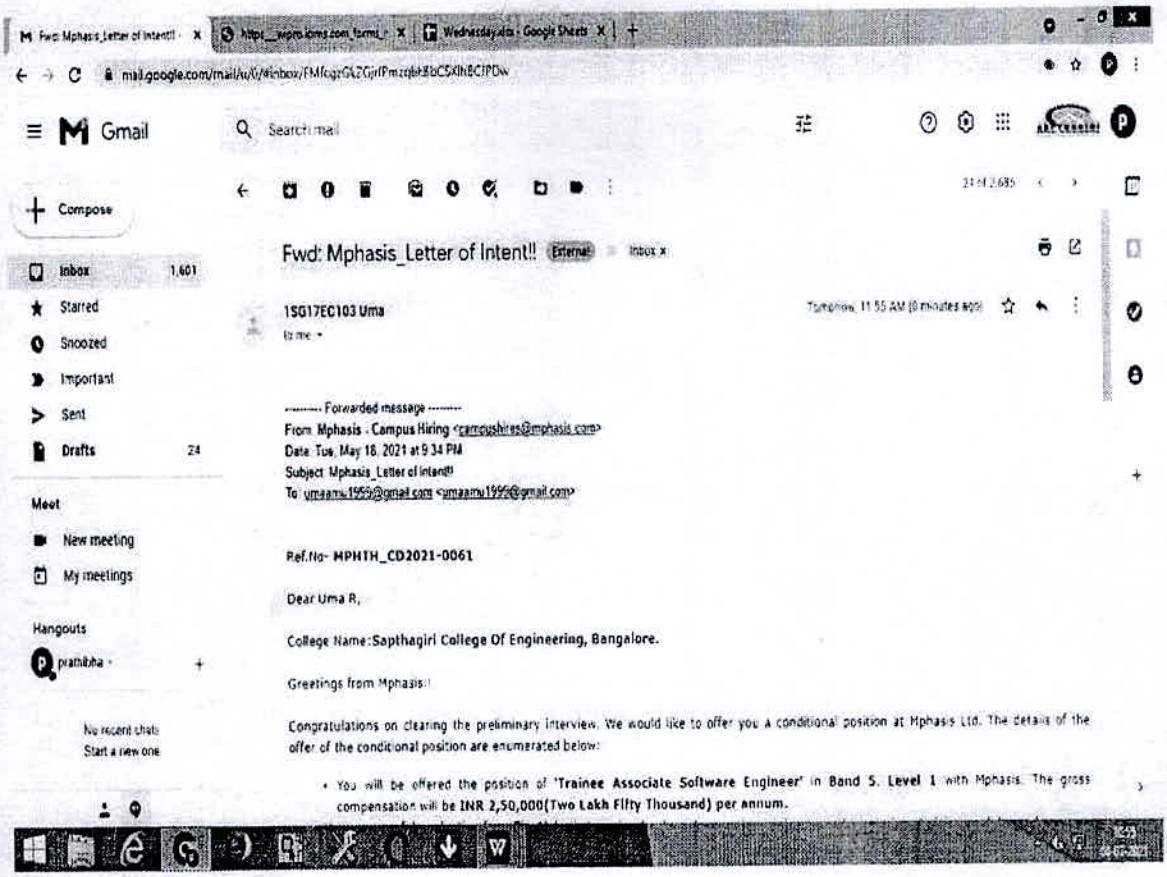
- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

candidate's Signature

Reference Id: b25a0ab4-1ee8-4037-bb65-682e799b49cd_1
Signed By: Mahesh Vasudeo Zurale



Fwd: Mphasis_Letter of Intent!!

1SG17EC103 Uma

to me

---------- Forwarded message ---------
From: Mphasis - Campus Hiring <campushires@mphasis.com>
Date: Tue, May 18, 2021 at 9:34 PM
Subject: Mphasis_Letter of Intent!!
To: umaamu.1999@gmail.com <umaamu1999@gmail.com>

Ref.No- **MPHTH_CD2021-0061**

Dear Uma R,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!

Congratulations on clearing the preliminary interview. We would like to offer you A conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band S, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

HEXAWARE

Letter of Intent

26 July 21

Navneet Singh
Sapthagiri College of Engineering, Bangalore
Bangalore

Dear Navneet Singh,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.50 Lac per annum.

You are required to sign a service agreement of 24 Months from the date of joining, in the event of service agreement breach you will be required to pay a sum of Rs. 2 Lac.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick.

You will receive a formal letter of appointment with all the terms and conditions upon joining.

As a token of your acceptance, that you have read and understood this Letter of Intent, please countersign, scan and email the document as your confirmation within a week of receiving this letter to campusconnect@hexaware.com

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys

July 27, 2021

HRD/3T/21-22/1002133915

Ms. Divyashree R A
Candidate ID: 1002133915
C/O Revanasiddappa, No122, 4Th Cross Hesaraghatta Main Road, Bhoomika Layout Kirloskar Layout, Chikkabanavara.
Bangalore
Karnataka
Bangalore - 560090
Bangalore
India
Ph: (91) 99450 51938

Dear Divyashree,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys

July 27, 2021

HRD/3T/21-22/1002126763

Ms. Sophia A
Candidate ID: 1002126763
#800(148)
Coconut Garden Road, Muneshwara Block, T Dasarahalli
Bangalore - 560057
Bangalore
India
Ph: (91) 80958 72256

Dear Sophia,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

HARMAN
Harman Connected Services Corporation India Pvt. Ltd
No.3 & 3A, EOIZ Industrial Area Survey No. 85 & 86
Sadaramangala Village, Krishnarajapuram Hobli
Bangalore-560066, Karnataka, India
+91(80)3307 1000
+91(80)3307 2000

Don't forget to follow HARMAN on Social media **#harmanconnectsme**

02-Jul-2021

Ms.Janaki S

Sub: Offer of Employment

Dear Janaki S,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

We are delighted in offering you an employment opportunity as **Associate Engineer** with **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore.

Further, **"Company"** for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Bangalore and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-**per annum.The breakup of the compensation and benefits applicable to you is as per annexure 2.

- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services- Bangalore Campus.**
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore-560057

Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd
CIN: U72200KA2002PTC030417 Web site: www.harman.com

- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.
- Your designation may be changed depending on the work assigned to you at the discretion of the Company.
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2, 3 & 4 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.

Kindly confirm your acceptance of the above offer at our candidate portal
https://candidateportal.harman.com/

The email body containing this offer letter also contains the User-id & password to do so.

Please upload the required documents stated below to the candidate portal.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Plot No.3 & 3A,EOIZ Industrial Area, Sy.No.85 and 86,Sadaramangala Village, Krishnarajapuram Hobli, Bangalore South Taluk,Bangalore District-560066.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Rupeek

25-August-2021

To,

Hemanth M R,
Bangalore

Offer of Employment from Rupeek

Dear Hemanth M R,

Congratulations !

We are pleased to offer you the position of **Technical Support Engineer** at Rupeek Fintech Private Ltd. We believe you have what it takes to build a successful career and contribute to our vision of bringing simplicity, transparency, and fair value in the consumer lending space.

This offer of employment is subject to the terms and conditions provided in this letter and valid for a period of 7 days from the date of this letter. Should you agree to be employed as stated above within the aforesaid period:

- Your employment period will be effective from **30-August-2021** and your place of appointment shall be at **Bangalore**. You may however be required to work at any place of business which the Company has or may later acquire.
- Your compensation effective date of joining would be INR **420,000/-** (Rupees Four Lakh twenty Thousand) per annum and details of your compensation is mentioned in Annexure-1.
- Company will execute an employment agreement, which will govern the additional terms and conditions of your employment. (Link to the draft of the employment agreement)
- By choosing to accept this letter of offer you confirm that you have no obligations, of any kind, surviving with your previous/current employer which restrict or inhibit you from joining the Company and carrying out such responsibilities as the Company may deem appropriate from time to time.
- This offer is valid subject to you submitting all documents listed in Annexure 2 as well as a positive Background verification and Employee Verification.
- The working days of the Company are from Monday to Friday and the usual working hours shall be 48 hours per week.

Your acceptance of this appointment shall be dependent on your acceptance and signing this Offer letter.

We welcome you to the Rupeek Family and look forward to welcoming you on-board !

For Rupeek Fintech Private Ltd.

Sumit Maniyar
Founder & CEO

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207238090/Chennai
Date: 26/08/2021

Ms. Riya Esther
#37/6 3rd Main Road, MallasandraT.Dasarahalli,
Naer Reliance Fresh,
Bangalore-560057,
Karnataka.
Tel# 91-8050565548

Dear Riya Esther,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and onditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Strictly Private and Confidential

Date:17-Jul-2021

Ruchita R Shah
C9774393

31/1, 1st main road,Nandagokula apartments, Palace guttahalli, Banglore-560003

9538539441

Dear **Ruchita R Shah,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Reference Id: 1d5475aa-f03b-4c41-882c-4956a1545aa9_1
Signed By: Mahesh Vasudeo Zurale

APPOINTMENT LETTER

August 28, 2021

Dear CHANDRA U,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru-560 057

EMERALD GLOBAL AUTOMATION INDIA

Address: Unit No 21, 3rd Floor,
Motion Towers, West Cott Road,
Royapettah, Chennai - 14.
Call: +91917660420 www.ega.in

Date : 19/09/2021
Chennai - 600014.

Dear BHUMIKA K S,
Address : #04 Suvarnanagar, near Pepsi Godan Nagasandra, Bangalore - 560073.

With reference to the discussions you have had with us, we are pleased to appoint you as **Application Engineer - Embedded Systems** for "EMERALD GLOBAL AUTOMATION INDIA" on the following terms and conditions.

1. In the capacity, you will be located at Bangalore and will report to Chief Executive Officer or any other person nominated by the company. However, your services could be transferred to any other Department, Divisions of the Company. Not with standing your appointment in this company, your services could be reassigned to any other company in the Group.

2. You may also be assigned such other duties at the discretion of the Management in any Branch or offices of the Company and/ or its Subsidiaries or Associate Companies.

3. You will be eligible for 12 days leave pro-rated per calendar year. However, leave will be allowed subject to exigencies of work.

4. Electrical gadgets such as laptops, sim cards and mobile phones should be returned to the company immediately before the submission of the resignation and serving the notice period. Kindly mention the gadgets received from company then sign.

5. Your working hours will be **9AM to 6PM**
6. You will be paid a consolidated amount of Rs. 10,000/- (TEN THOUSAND RUPEES) per Month with minimum 8 months of Work Agreement.

7. 3 months minimum notice required for company to accept resignation and settle any amounts. Anything less will result in loss of pay.

8. Company will not allow any leave during notice period and probation period.

9. **You shall observe all rules and regulations of the company.**

10. During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management.

www.ega.in

www.emeraldautomation.co.in

Bhumika KS

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: October 12, 2021

Ref: LTI/HR/Campus/EN1/2021

Name: Sachin GD

College: Sapthagiri College of engineering

OFFER OF EMPLOYMENT

Dear Sachin GD,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,52,637/-** as per the details mentioned in **'Annexure-1'.**

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Strictly Private and Confidential

Date:22-Jul-2021

Samata Gajanan Munagekar
C9801123

NO.37,60 FEET ROAD CHOKKASANDRA T DASARAHALLI BANGALORE -560057

7619366769

Dear **Samata Gajanan Munagekar,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

 candidate's Signature

Reference Id: 4eef6eb8-71ef-4c59-9db0-042edbd6194b_1
Signed By: Mahesh Vasudeo Zurale

Strictly Private and Confidential

Date:26-Aug-2021

Prajwal R Ramu
C10002945

Annapoorneshwari Nilaya 4th Cross Channappa Badavane B H Road Nelamangala Bangalore Rural

9663306886

Dear **Prajwal R Ramu,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

Prajwal R
candidate's Signature

Reference Id: c01545cd-1da1-44bb-a81c-3590ae688327_1
Signed By: Mahesh Vasudeo Zurale

Candidate ID: 4902695 /926919.

Date of Joining: 09/09/2021.

Joining Location: Bangalore.

esignation: Analyst.

Dear Thimmaraju R,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 714211

Letter of Intent ("LOI")

Dear Shree Vidya,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.,** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Somya Kumari

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Somya Kumari,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,51,968/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Nidhi Suresh Tadas

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Nidhi Suresh Tadas,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,51,968/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

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   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

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   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Priyanka Singh

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Priyanka Singh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,51,968/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

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As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Sonali Gupta

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Sonali Gupta,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.5,01,974/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

LTI
Let's Solve

Date: October 15, 2020

Ref: LTI/HR/Campus/2021

Name: Ashutosh

College: Sapthagiri College of Engineering

OFFER OF EMPLOYMENT

Dear Ashutosh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.5,01,974/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

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   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

CONSLEAGUE

Internship Offer Letter

Mr. Arahanth Jain P
Sapthagiri College of Engineering,
Bangalore

Dear Arahanth,

Subsequent to our campus drive in your college in the month of October 2020, Consleague Consulting Private Limited is happy to offer you an internship with us. The start date and the duration of the internship shall be notified to you at the earliest. The compensation for the period of internship will be a monthly allowance of **Rs. 10,000/- only** (Rupees Ten Thousand Only).

The period of internship will be treated as a probationary period. Upon successful completion of your internship, you will be joining us as a permanent employee for the role of **Junior Associate** tentatively from September 2021. You will be working from our Coimbatore Office.

Consleague Consulting is a globally focused software consulting, development and services Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner your career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies and capabilities you would be an invaluable addition to the team. Please endorse your acceptance by duly signing the duplicate copy of this letter, scan and email it to us at the earliest. Should you need any further information or assistance while making your decision, please feel free to call/email our HR with any questions.

Welcome to the ConsLeague Consulting Family!

Yours Sincerely,

For ConsLeague Consulting Pvt. Ltd.

Mohan Elango
Executive Director
28th October 2020

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Consleague Consulting Private Limited.
20, Unit 308, Brigade Rubix, HMT Main Road,
Jalahalli, Bangalore 560 013.

(80) 2972 1200
info@consleague.com
www.consleague.com

Letter of Internship- Prodapt Solutions

Dear Kirti Jagnani,

On behalf of Prodapt Solutions, I am excited to extend an offer to you for an internship position. This The position is for the role of intern.

This position is scheduled to begin by 29th Mar , 2021 (Tentatively) and will be a three-month paid internship opportunity. This position will pay 15000 per month as stipend amount.

The schedule for this position is Monday-Friday from 8 a.m. to 8 p.m. IST. Please write back to me with confirmation so that we can decide accordingly.

Note:

We need your fulltime availability during this duration; We will be providing leaves during the exam time; It will mostly be virtual, and few sessions may require to be F2F;

We will call and confirm the laptop/system availability and mention specification required from your end for the training sessions; It will be BYOD (bring your own device concept)

Principal
College of Engineering
Sapthagiri
Hesaraghatta Main Road
Bengaluru - 560 057

Fwd: Mphasis_Letter of Intent (Sahana H S Usn:1SG17IS083) External Inbox ×

sahana shankar <sahanashankar1999@gmail.com>
to me ▾

--------- Forwarded message ---------
From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Tue, 18 May 2021 at 9:34 PM
Subject: Mphasis_Letter of Intent!!
To: sahanashankar1999@gmail.com <sahanashankar1999@gmail.com>

Ref.No- **MPHTH_CD2021-0053**

Dear Sahana H S,

College Name:**Sapthagiri College Of Engineering, Bangalore.**

Greetings from Mphasis!!

gratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mpl

- You will be offered the position of **'Trainee Associate Software Engineer'** in **Band 5, Level 1** wi **annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in variou revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** whic
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In ca
- You are required to work in **any shift** as per business requirement.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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DocuSign Envelope ID: 78683D56-14DD-4D71-82F9-E4C3B79EBC17

NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

23-March-2021
Sahana E K
Sapthagiri College Of Engineering

Dear Sahana,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 3,50,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on **Java** skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra Main Road
Bengaluru - 560 057

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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

6-March-2021
Akshay P
Sapathagiri College of Engineering

Dear Akshay P,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 350,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on Java skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Confidential

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20206448337/Bangalore
Date: 09/01/2021

Mr. Deepak K
337th Cross,
Cholurpalya,
Bangalore-560023,
Karnataka.
Tel# 91-9845329141

Dear Deepak K,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
Wipro Rd 1 BLOCK, 82, EPIP Whitefield, Bangalore
Tel 91 80 6724 7000 Fax 91 80 2541 0714 Website www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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Offer: Computer Consultancy
Ref: TCSL/DT20207157865/Bangalore
Date: 09/01/2021

Mr. Jayashankar M
5,
Hesaraghatta,
Bengaluru-560088,
Karnataka.
Tel# -

Dear Jayashankar M,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and nditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
WYDEH BC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0214 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20207165824/Bangalore
Date: 09/01/2021

Ms. Arpita Prakash Paramaj
Flat No. 417Hesaragatta Main Road,
Agb Layout,
Bangalore-560090,
Karnataka.
Tel# -

Dear Arpita Prakash Paramaj,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore

TATA CONSULTANCY SERVICES
VYOM II, RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20207176445/Bangalore
Date: 09/01/2021

Mr. Manish K S
45 Kk Hostel5th A Cross Shankarmutt Road,
Shankarapuram,
Bangalore-560004,
Karnataka.
Tel# -

Dear Manish K S,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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Bangaluru - 560 057

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VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7300 Fax: 91 80 2841 0214 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20207218908/Bangalore
Date: 09/01/2021

Mr. Aman Chadha
#49/101, Harsha EnclaveBharath Nagar,
M S Palya, Vidyaranyapura Post,
Bangalore-560097,
Karnataka.
Tel# 91-9972895734

Dear Aman Chadha,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and nditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
#15, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
Tel +91 80 6734 7000 Fax +91 80 2841 0134 Website www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20207220327/Bangalore
Date: 09/01/2021

Mr. Chandan Kumar R
5325th Cross, 8th Main,
Bhuvaneshwarinagar T.Dasarahalli/ S.B.I T.Dasarahalli Branch,
Bangalore-560057,
Karnataka.
Tel# 91-9620894740

Dear Chandan Kumar R,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
VYOM-1, BEL 1 BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6734 7000 Fax: 91 80 2841 0714 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20207230223/Bangalore
Date: 09/01/2021

Ms. Kavya H M
A-65Mirvana Foundation, 1st Cross Road, Agb Layout, Chikkasandra,
Chikkasandra,
Bengaluru-560090,
Karnataka.
Tel# 91-9008301203

Dear Kavya H M,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
VYOEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066, India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20207231851/Bangalore
Date: 09/01/2021

Ms. Prakruthi K
#11, Sri Lakshmi Narasimha Nilaya21st Cross ,11th Abbegere Main Road,
Raghavendra Layout ,Kg-Halli,
Bangalore-560015,
Karnataka.
Tel# 91-9448440904

Dear Prakruthi K,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹**3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066, India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

2.6

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20207251603/Bangalore
Date: 09/01/2021

Ms. Sukanya Rani
Sapthagiri Girl'S Hostel, Sapthagiri College Of Engineering,14/5, Hesarghatta Main Rd, Chikkasandra,,
Mei Employees Housing Colony,
Bangalore-560057,
Karnataka.
Tel# -

Dear Sukanya Rani,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and nditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Priciepal
Sapthagiri College of Engineering,
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru-560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207251692/Bangalore
Date: 09/01/2021

Ms. Ashritha M
#14/5 Sapthagiri College Of EngineeringHesaraghatta Main Road,
Chikkasandra,
Banglore-560057,
Karnataka.
Tel# -8095953587

Dear Ashritha M,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

TATA CONSULTANCY SERVICES
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20207252366/Bangalore
Date: 09/01/2021

Ms. Arpita Saxena
B-013 Commanders Glory ApartmentLakshmipura Road,
Singapura Layout, Near Aveksha Hospital,
Bangalore-560097,
Karnataka.
Tel# 91-9740391187

Dear Arpita Saxena,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangalore - 560 057

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore-560 066, India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20206525934/Bangalore
Date: 09/01/2021

Mr. Nischith Mk
Mankalale Village,
Sagara,
Sagara-577401,
Karnataka.
Tel# -

Dear Nischith Mk,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

Offer: Computer Consultancy
Ref: TCSL/DT20207170917/Bangalore
Date: 09/01/2021

Ms. Deepthi N Prasad
No.586 "Sri Gurukrupa"15th Main,
Manjunathanagar,
Bangalore-560010,
Karnataka.
Tel# 91-9880998395

Dear Deepthi N Prasad,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

TATA CONSULTANCY SERVICES
VYDEHI BC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7866 | Fax: 91 80 2841 0114 | Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicedline: 1800 209 3111 | Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20207190836/Bangalore
Date: 16/04/2021

Mr. Keerthan Sai G
3938/6, Sri Sai NilayaB Block,
Subramanya Nagar,
Bangalore-560021,
Karnataka.
Tel# 91-9845316885

Dear Keerthan Sai G,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹**7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

Principal
Sahyadri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

TATA CONSULTANCY SERVICES
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066, India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Mindtree
A Larsen & Toubro Group Company

Date:07-Jul-2021

To

BHARATHI GR
INDIA

Dear BHARATHI GR,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Bharathi G R
Bharathi G R (Jul 8, 2021 16:21 GMT+5.5)

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Infosys

July 27, 2021

HRD/3T/21-22/1002130986

Ms. Chethana J
Candidate ID: 1002130986
No 340A ,Shri Venkataramana Nilaya, Near Bharath Gas, Dg Road
Opposite To Mahesh Trading ,Lower Hutha ,Bhadravathi, Shimoga District
Shivamogga - 577301
Shivamogga
India
Ph: (91) 79757 58274

Dear Chethana,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the ubsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **August 30, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Infosys

July 28, 2021

HRD/3T/21-22/1002128239

Ms. Saaqeba Sabha
Candidate ID: 1002128239
B6,Ashraya Apartment,5Th Cross
,Ganesha Block,Sultanpalya
Bangalore - 560034
Karnataka
India
Ph: (91) 73539 73138

Dear Saaqeba,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation on either you or the Company. Should you have any questions regarding the above, please write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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7:39 4G

Inbox

Letter of Intent to Hire

Dear Sowmya B K,

Congratulations once again on your successful participation in our campus recruitment process during the year 2020-2021.

Please find attached the letter of intent to hire for the role of Systems Engineer at Infosys Ltd.

We will be reaching out to you regularly through various avenues between now and the time you join us. We would like to reiterate the fact that the offer of employment with Infosys Ltd, shall be valid only if you fulfill the eligibility criteria specified by us during the time of recruitment..

We look forward to seeing you at Infosys.

Regards,
Team Talent Acquisition
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

Infosys

HRD/TE/21-22/6002130273

July 23, 2021

Ms. Sowmya B K
Candidate ID: 6002130273
#264 , 1St Main Road , Shri Sampanneshwara Nilaya,
Dwarakanagar,Chikkabanavara
Bangalore - 560090
Karnataka
India
Ph: 9731970855 Extn

Dear Sowmya,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to [illegible] in offer for the position of **Systems Engineer** in Job Level 3 with the [illegible] September 6, 2021 and you will receive the Letter of Appointment with all the details [illegible].

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents [illegible] on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning/delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your Cost of Gross Salary including [illegible] benefits and will be INR 360000 per annum. The complete [illegible] as provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be [illegible] any way a binding or legal agreement, or impose any legal obligation on [illegible]. Should you have any questions regarding the above, please do not hesitate to [illegible].

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

://mail.google.com/mail/u/0/#inbox/FFNDWMkpNDmPTzZTSQdnVBdlnrQVsBCL?projector=1&...

OFFER LETTER

Dated:

Dear , Ms Sathish J

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months.
- We do not charge you for any interview and placement activity conducted at our end.
- The training includes **Core Java /Manual Testing, SQL, & General Aptitude**.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day with all semester marks cards (10th, 12th, UG documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, it will not be valid. You may have to pay the fees.

Thanks & Regards
QSpiders Campus Connect Team.
Mb: 9513684738

QSPIDERS

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

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Date: June 4, 2021

Ref: LTI/HR/Campus/EN7/2021

Name: Rohan Singh

College: Sapthagiri College Of Engineering, Bangalore

OFFER OF EMPLOYMENT

Dear Rohan Singh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.8,02,629 /-** as per the details mentioned in **'Annexure-1'.**

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

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04/06/2021

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4. **Background Verification**
As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. **Service Agreement**
You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. **Letter Acceptance**
If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this '**Offer of Employment**' on the **CampBuzz Portal** (*https:\\campbuzz.lntinfotech.com*) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.
According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

Nikhil Govekar
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.

04/06/2021

Signature and Date

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Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

04/06/2021

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ANNEXURE-1

Name : Rohan Singh		Date : June 4, 2021
Salary Grade : GE1		
Components	**Rs. p.a.**	**Rs. p.m.**
Basic		21,000
Bouquet of Benefits		35,958
A. Base Salary (PA)	**683,496**	**56,958**
Annual Incentive	70,000	
B. Total Variable (PA)	**70,000**	
C. Total Target Cash (A+B)	**753,496**	
Provident Fund (PF)	30,240	2,520
Gratuity	12,120	1,010
Mediclaim Premium	6,773	
D. Retirals & Other Benefits	**49,133**	
Cost to Company (CTC) C+D	**802,629**	

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Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB).**

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Leave Travel Allowance (PA)	Rs. 10,000/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

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ANNEXURE-2

Eligibility Criteria for Engineering - Year 2021 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2021)	Less than 24 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma. **No Year drop allowed.**
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA
	• For the interview process, an aggregate of 60% & above till the results of the last conducted examination will be considered • Aggregate of 60% & above or equivalent CGPA must be obtained after declaration of final semester results
	• Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	• Conversion from CGPA into Percentage must be calculated as per your respective University norms
	• Provisional/Passing Certificate(of all courses) must state **First class**
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	• Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared with the final semester exams • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	• Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization

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04/06/2021

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Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.

2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.

3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.

4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.

5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my interview pocess. (If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Candidate Signature:	
Name:	Rohan Singh
Institution Name:	Sapthagiri College Of Engineering, Bangalore
Mobile No:	8792896114

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

04/06/2021

OFFER LETTER

Dated

Dear, Mr. Manjunath. K

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on .....

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months.
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Core Java /Manual Testing, SQL, & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513864789

USN No: .....

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Bengaluru - 560 057

95

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

1

Mr./Ms. JANARDAN H V RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- **PROCESS -** MUTUALLY AGREED SCHEDULED.
- **OPPORTUNITY/s -** Will get maximum Ten (10) employment Opportunities to select, sequentially.
- **PROFILE -** To be finalized on educational qualification, interest & Necessary Discussion.
- **LOCATION-** Candidate's Own State Or Neighboring State or As Per Opportunities.
- **CONFIRMATION-** After accepted of the desirable opportunity, subsequent process completion the joining / confirmation letter to be provided.
- **FINANCIAL BENEFIT –**
  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC,
  - DIPLOMA - UPTO 2.5 PA/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.03.2021.
- **SKILL ENHANCEMENT PROGRAM -**
  - **CORPORATE BEHAVIOURAL SKILL, ADVANCED OFFICE PRODUCTIVITY & REGULAR ENGLISH USE –** It has been designed for the technical students, it is 15 hours program. To be conducted on virtual/digital platform. Will cover the followings...
  - MODULE-I - COMMUNICATION & PROFESSINALISM -
  - MODULE-II - RIGHT PROFILE – RIGHT POSITION
  - MODULE – III - "WORK FROM HOME-NEW WAY TO EXPLORE PROFESSIONALISM
  - MODULE – IV-CORPORATE ETIQUES

- **REIMBURSEMENT -** All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
- **BOND -** No Bond (Financial/Service) Applicable Except Service Protocol & Notice period.

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Bengaluru - 560 057

(Digital Copy ,Therefore, Signature Is Not Required as sent from Registered eMail Box)

WORKING HOURS - MONDAY -FRIDAY -11 AM TO 4 PM

GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

1

Mr./Ms. SAHANA R RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- PROCESS - MUTUALLY AGREED SCHEDULED.
- OPPORTUNITY/s - Will get maximum Ten (10) employment Opportunities to select, sequentially.
- PROFILE - To be finalized on educational qualification, interest & Necessary Discussion.
- LOCATION- Candidate's Own State Or Neighboring State or As Per Opportunities.
- CONFIRMATION- After accepted of the desirable opportunity, subsequent process completion the joining / confirmation letter to be provided.
- FINANCIAL BENEFIT –
  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC,
  - DIPLOMA - UPTO 2.5 PA/- CTC
- DOCUMENTATION - If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.03.2021.
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- REIMBURSEMENT - All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
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GCEP

OCT-21.1/20)

APPROACH LETTER

(V1-

Mr./Ms. VAISHNAVI P RNo. GCEP/21/V/T/IN-SCE/ST-KA/21 D:12.03.2021

We are pleased to approach a position, "GRIFEO- Professional under GCEP Program, as per mention deadline & subject to fulfillment of the complete terms mentioned below. Acceptance is the complete discretion of the candidate & before proceeding, must be aware about all terms & conditions. More Information Either Candidate Visits Office or Makes Telephonic Discussion or Looks at all digital platforms. Grifeo's profile, working for 9 years, expertise in HR Management, working in Education domain as well as industrial domain in PAN India, having strong associates base, delivering HR services starting from sublime &iconic Govt& Private institutes to Renowned conglomerates, expertise to work in Human Resource Management.

KEY OFFERINGS

- **PROCESS -** MUTUALLY AGREED SCHEDULED.
- **OPPORTUNITY/s -** Will get maximum Ten (10) employment Opportunities to select, sequentially.
- **PROFILE -** To be finalized on educational qualification, interest & Necessary Discussion.
- **LOCATION-** Candidate's Own State Or Neighboring State or As Per Opportunities.
- **CONFIRMATION-** After accepted of the desirable opportunity, subsequent process completion the joining / confirmation letter to be provided.
- **FINANCIAL BENEFIT –**
  - TECHNICAL GRADUATE -UPTO 4.8 PA/- CTC.
  - DIPLOMA - UPTO 2.5 PA/- CTC
- **DOCUMENTATION -** If you agree with all terms, e-Mail CV, Photograph, Aadhaar To BO@GRIFEO.COM ON OR BEFORE 17.03.2021.
- **SKILL ENHANCEMENT PROGRAM -**
  - **CORPORATE BEHAVIOURAL SKILL, ADVANCED OFFICE PRODUCTIVITY & REGULAR ENGLISH USE –** It has been designed for the technical students, it is 15 hours program. To be conducted on virtual/digital platform. Will cover the followings...
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  - MODULE – III - "WORK FROM HOME-NEW WAY TO EXPLORE PROFESSIONALISM
  - MODULE – IV-CORPORATE ETIQUES

- **REIMBURSEMENT -** All legitimate expenditure to be reimbursed as performance benefits after a minimum period of uninterrupted service on Grifeo or associate payroll successfully after the opportunity offered, accepted & as reward.
- **BOND -** No Bond (Financial/Service) Applicable Except Service Protocol & Notice period.

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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

23-March-2021
Dhatri S A
Sapthagiri College Of Engineering

Dear Dhatri,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 3,50,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on **Java** skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

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Bengaluru - 560057

Confidential

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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

12-March-2021
Shrunga K S
Sapthagiri College Of Engineering

Dear Shrunga K S,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
c) Oracle Certified Professional: Java SE 11 Developer (Code: Java SE 11 Developer 1Z0-819)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 3,50,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. However if you successfully clear the Internal assessment conducted by NTT DATA before your onboarding as trainee on **Java** skill you will be entitled to a total compensation of Rs. 3,75,000/- The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

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If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

6-March-2021
Shraeya Prakash Kulkarni
Sapthagiri College Of Engineering

Dear Shraeya Prakash Kulkarni,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

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14/5, Chikkasandra, Hesaraghatta Main Road
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NTT DATA Global Delivery Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

12-March-2021
Chandana T H
Sapathagiri College of Engineering

Dear Chandana T H,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

Principal
Sapthagiri College of Engineering
Hesaraghatta Main Road
Bengaluru-560 057

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Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

6-March-2021
Nisha Narayan Hegde
Sapthagiri College Of Engineering

Dear Nisha Narayan Hegde,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

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NTT DATA Global Delivery Services Private Limited
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Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

12-March-2021
Aditya N
Sapthagiri College Of Engineering

Dear Aditya N,

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Principal
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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

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Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

12-March-2021
Shweta A T
Sapthagiri College Of Engineering

Dear Shweta,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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c) .Net Certification – Software Development Fundamental (Code: Exam 98-361)

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

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Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

12-March-2021
Meghana S M
Sapathagiri College of Engineering

Dear Meghana,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

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Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Confidential

SOCIETE GENERALE

Date:12-07-2021

Name: Ayush Raj

Address: Uttar Pradesh

Dear Ayush,

Thank you for participating in our campus hiring process and we congratulate you on clearing our selection process. We are glad to issue this Letter of Intent to offer employment with Société Générale Global Solutions Centre Private Limited (SG GSC).

However, offer of employment will be subject to the conditions that you:

- Clearing course/graduation with minimum 60% aggregate marks in your Graduation / Post Graduation (as applicable)

- Are flexible to work in any shift / process within SG GSC.

- Will not have any backlogs on completion of the course.

Your proposed CTC would be INR 4,95,753 /- per annum and your work location would be Bangalore or Chennai.

Please be informed that this Letter of Intent does not constitute a contract of employment or guarantee you any employment with SG GSC. SG GSC reserves the right to withdraw this Letter of Intent or to modify any terms, without any prior notice, at its sole discretion.

With best wishes

Yours Sincerely,
For SocieteGenerale Global Solution Centre Pvt Ltd,

Mohit Sharma
Head - Talent Acquisition

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

I Accept
Candidate Name: Ayush Raj

Signature:

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai ? 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 472694

Letter of Intent ("LOI")

Dear Priyanka kv,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

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14/5, Chikkasandra, Hesaraghatta Main Road
Bangaluru - 560 057

45

THIS TORRY HARRIS INTEGRATION SOLUTIONS

22-Aug-2021

Private & Confidential

Mr. Anil Kumar R
Bangalore

Dear Anil Kumar R,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **23-Aug-2021.**

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X Photocopies of all the pages of your passport **or** driving license **or** voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

G. Shivdayal Charan
Manager - HRD

Accepted By:

Anil Kumar R
Date:

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Date:16-Jul-2021

Arpita Ganesh Bhandari
C9774364

Sumukha Nilaya,Sandhya Nagar 2nd cross,DasappanaPalya, Chikkabanavar,Bangalore,Karnataka,560090

9945492336

Dear **Arpita Ganesh Bhandari,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Bengaluru - 560 057

candidate's Signature

Reference Id: fca4847d-1b2e-43ac-acde-04bc1d295228_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

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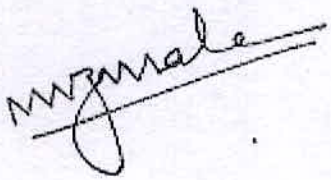
After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

candidate's Signature

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

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Date:26-Aug-2021

Nishant Bana
C10007907

D002 DS MAX SPLENDOR NEST APARTMENTS KEREGUDDADAHALLI NEAR GANGADHARA KALYAN MANTAPA CHIKKABANAVARA

9036922957

Dear **Nishant Bana,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Reference Id: 2268ce2f-34c5-4b3f-9086-9f7250291d81_1
Signed By: Mahesh Vasudeo Zurale

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Fixed Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and excluding the period of leave without pay during the said fiscal year.

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Offer: Computer Consultancy
Ref: TCSL/DT20207230374/Chennai
Date: 26/08/2021

Mr. Prajwal J
#86,1st C Cross,Rmv 2nd Stage,3rd Block4th Main,
Hanuman Temple Road,
Bangalore-560054,
Karnataka.
Tel# 91-7019363977

Dear Prajwal J,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Sapthagiri College of Engineering
Principal
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
4 | 5/21-24 Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 3615 2222 Fax: 91 44 3615 2555 Web: www.tcs.com
Registered Office: Nirmal Bldg, 9th Floor, Nariman Point, Mumbai 400021
TCS Careers Service Line: 1800 209 3111 | Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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Tata Consultancy Services Limited
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicetline: 1800 209 3111 Email: careers@tcs.com
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Bangalore-560 057

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Fax: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Centre: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Centre: 1800 209 3111 Email: careers@tcs.com

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

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day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

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19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
  address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

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*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Prajwal J**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sapthagiri College Of Engineering, Bangalore**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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TCS Careers Service: 1800 209 3111 Email: careers@tcs.com

2. **Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. **Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. **General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: 1800 209 3111 mail: careers@tcs.com

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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ITO042619-4012851

Date: September 3, 2021
Pratik K
Bangalore

Dear Pratik

Sub: Appointment letter

We are pleased to offer you an appointment with Genpact ("Company") as **Senior Associate** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your annual Cost to Company (CTC) will be as indicated in Annexure II attached herewith.

2. Your initial place of work will **be India>Bangalore.** However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any of its associated or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

3. if at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The guest house can be availed for a period of 15days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs. 250 for a period of 24 Months. Further, incase of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.

4. As a Precondition to employment with the Company, It is mandatory for you to obtain registration at the National Skills Registry developed by NASSCOM and furnish proof of registration at the time of joining. Such registration with the National Skills Registry enables the company to assess your credentials from the standpoint of Personal, Academic and carrer information. The registration also secures your identity and credentials from potential misuse as well as offers increased security for the company.

5. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office - except while traveling on business as assigned to you by your supervisors and as per applicable laws in force. Weekly off will be governed as per applicable regulations & Company policies.

6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this appointment letter.

7. You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy on the subject.

8. Your appointment has been done after an extensive process for an important position which requires your skills and experience. This appointment may come to an end at the instance of either party by giving the other a notice in writing for three month. Your relieving from the services of the Company would be contingent upon successful serving of the full and complete notice period. Failing to do so would entitle the Company to recover damages for all losses caused due to any shortfall in serving of the full and complete notice period. The Company in addition to its rights to recover damages will not furnish a relieving letter in case of shortfall in the notice period unless such shortfall has been signed off by the appropriate person in the Company. In exceptional situations the Company reserves the right to waive off notice period at its sole discretion.

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9. Notice to terminate this contract will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement

10. Genpact reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

11. Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

12. You will automatically retire on attaining the age of 60 years.

13. Whilst employed by the Company:

- You will not be permitted to undertake any other full time or part time employment or engage in any external activities of a commercial nature without prior written approval.
- b. You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.
- Except in the ordinary course of your employment, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of the Company policies and treated in accordance of clause
- You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.
- You confirm that you have disclosed fully all of your business interests in the Company – whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Genpact and you or any immediate relatives, Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
- You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.

14. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to any amount in lieu of notice.

15. Upon separation from the Company on account of either resignation or termination, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard of soft copy which is in your possession or custody.

16. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background /reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

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17. You are required to submit your relieving letter in original from your previous employer (if applicable) within 60 days of your joining the Company failing which your employment with the Company shall be liable for termination without prior notice.

18. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies.

19. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

20. Any and all disputes arising in connection with the appointment letter shall be referred to arbitration which shall be conducted in accordance with the Arbitration and Conciliation Act,1996 by a Sole Arbitrator appointed by the General Counsel of the Company. The venue of the Arbitration shall be **Hyderabad** and the language shall be English. You agree to submit yourself to the exclusive territorial jurisdiction of courts at **Hyderabad**.

Your assignment is effective from **September 7, 2021**.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days from the issuance of the letter else this offer stands automatically withdrawn.

We welcome you and wish you every success in your career with Genpact.

You are requested to come on the joining date at 9:15 am at Genpact, **India>Bangalore**.

Warm regards,

For Genpact India Pvt. Ltd.

Ramit Tyagi
Assistant Vice President-HR

Accepted and Agreed

Pratik K

Genpact India Private Limited
CIN: U73100DL2005PTC307363
Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7, Tolstoy Marg, New Delhi-110001

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Annexure I

Listed below are the mandatory documents (in photocopy) you are required to furnish at the time of joining.

1. Professional Relieving letter from previous employer (last employment) only.
2. If already a member of a provident fund (PF) scheme with previous employer, then;
   a. Employer's name
   b. Provident Fund account number from your previous employer
   c. Universal account number provided by your previous employer
   d. Employee Pension number provided by your previous employer

   OR

   e. Date of joining & leaving from previous employer
   f. Copy of Passport in case of International Workers(it should contain Nationality, Passport number, Country of issue, Date of issue, Valid up to)
3. Below mentioned KYC (Know Your Customer) Documents
   a. Copy of PAN
   b. Copy of Aadhaar Card.
   c. Signed Cancelled Cheque with your name printed on it (In case your name is not printed on the Cheque, please attach last 3 months bank statement along with the Cheque)
4. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please carry;
   a. 3 Post card size (4X7) photographs of yourself

   Or

   b. If you would like your family covered Family group Photograph of immediate family (4X7, 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents.

*Please check the company policy for the applicable limit

5. 4 recent Passport size Photograph
   a. One for Genpact ID card
   b. One for opening a new account if you do not have an one with ICICI/HDFC/Axis
   c. Two for PAN card application if you do not have one

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ANNEXURE – II

COMPENSATION DETAILS

NAME	Pratik K
BAND	5B
DESIGNATION	Senior Associate
LOCATION	India>Bangalore
COMPONENTS	AMOUNT (PER ANNUM)
BASIC PAY	264,000.00
EMPLOYER CONTRIBUTION TO PF	31,680.00
HOUSING RENT ALLOWANCE	104,320.00
FIXED PAY	400,000.00
ANNUAL PERFORMANCE BONUS*(APB)	7200
PERFORMANCE/PRODUCTION LINKED INCENTIVE(VIC)**	AMOUNT (PER ANNUM)
Best Performer	45,000.00
Average Performer	31,000.00
Low Performer	0.00
Total Earning Potential	Amount (Per Annum)
Best Performer	452,200.00
Average Performer	438,200.00
Low Performer	407,200.00
Benefits	Amount (Per Annum)
Life Insurance Including Employee Deposit Linked Insurance Scheme(EDLIS)	16,01,000.00
Personal Accident/Disability Insurance (For Employee)	10,00,000.00
Medical Insurance (For Employee)	100,000.00
Interest Free Soft Loan (Post 6 Months)	10,000.00
Out Patient Medical Facilities at Office	Free

For Genpact India Pvt. Ltd.

Ramit Tyagi
Assistant Vice President–HR

Accepted and Agreed

Pratik K

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Company Contribution ESIC	As per Act
Gratuity	12,692.00
Other Attractions	
Parichay (Employee Referral Scheme)	As Per Scheme
Rewards & Recognition	As Per Performance
Education@Work : Professional Advancement Programs	As Per Scheme
Concierge Services	Subsidized Rates

Notes:

* The APB amount mentioned above reflects indicative average payouts for your band. The eligibility for APB will depend on the performance of Genpact and your performance as per the company policy and the Performance Management System (For example, employees who are rated as "Least Effective" are not eligible for APB).An eligible employee will be paid APB at fixed rates in March/ April for the preceding calendar year (January – December) and the same will be prorated based on the date of joining.

**Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with business/Process. For Employees who are not on Performance Linked Incentive Plan (VIC), the Company will pay a different Annual Performance Bonus (APB) In such cases; Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above.

- The aggregate of all bonus payouts paid to you during an accounting year including APB, VIC (if any) and other bonus payouts (if any) shall be in lieu of profit based bonus (if any) payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("**PBA**") (if applicable).
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.
- Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.
- Any employee deduction will be governed by applicable laws and prevalent company policy, and will be subject to change.

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Dear Pratik K,

Welcome to Genpact!

In order to make your on-boarding to Genpact seamless and compliant with the various laws related to Provident Fund (PF) and Employees' State Insurance (ESIC), it is mandatory for you to submit the below mentioned documents and details before your joining date:

- Copy of recently downloaded E-Aadhaar Card
- Copy of self-attested cancelled cheque (if you are eligible for ESIC enrolment as per government norms)
- Insured Person number (IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
- Working Mobile number

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need to know basis as required for statutory requirements pertaining to compensation and benefits. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

We would encourage you to refer to the Standard Operating Procedure (SOP) and Voiceover guide documents shared with you for help and guidance in procuring the above documents/details.

Wishing you all the best!

Note: Failure to furnish the above-mentioned documents and details at the time of joining might lead to delay in the joining date

For Genpact India Pvt. Ltd.

Ramit Tyagi
Assistant Vice President-HR

Accepted and Agreed

Pratik K

Genpact India Private Limited
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Strictly Private and Confidential

Date:25-Aug-2021

Purushotham Muniraju
C9997314

6th cross, Manjunath Nagara, Bagalagunte, Nagasandra post, Bangalore, Karnataka

8618302927

Dear **Purushotham Muniraju,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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candidate's Signature

Reference Id: 8c75c2ac-f11d-4f15-9eba-82fe0d21991c_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

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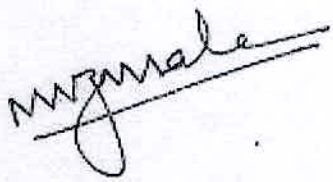
After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Candidate's Signature

Happiest Minds Technologies Limited
Regd. Office: #53/1-4, Hosur Main Road,
Madivala (Next to Madivala Police Station),
Bangalore-560068, Karnataka, India
CIN of the Co. L72900KA2011PLC057931
P: +91 80 6196 0300, F: +91 80 6196 0700

PROVISIONAL OFFER OF EMPLOYMENT

06-Sep-2021

Charan R

Dear Charan,

Subject: Provisional Offer of Employment

We are happy to note that you have shown interest to pursue your career with us at Happiest Minds Technologies Limited. As discussed, we are making a conditional offer of employment for the role of ENGINEER-IMSS with competency level C1. At the time of joining your work location will BANGALORE.

This offer will be contingent on fulfillment of below terms and conditions:

1. You must successfully complete your Graduation and in case of any backlog this offer would get revoked immediately.
2. You will be offered an annual CTC of INR 3,60,000.
3. You shall submit the Graduation certificate within 6 months of your joining date. In case of any delay in submission of the said certificate, you need to get letter from the University stating the reason for delay.
4. You will be on probationary for a period of 3 months during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, your performance will be reviewed and based on the evaluation, your employment will be confirmed. Unsatisfactory performance at any time during the probation period could lead to the termination of your employment.

Your date of joining confirmation and a detailed offer letter will be released post your confirmation on successfully completing your Graduation and your employment will begin with us on acceptance of our offer letter and its terms.

Thanking you,
Yours truly,

For **Happiest Minds Technologies Limited**

Bhanu Patnaik
Vice President-Talent Management

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Declaration & Acceptance by the Candidate

I have read and understood the above terms and conditions and agree to abide by the same.

_____

Happiest Minds Technologies Limited
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Bangalore-560068, Karnataka, India
CIN of the Co. L72900KA2011PLC057931
P: +91 80 6196 0300, F: +91 80 6196 0700

Full Name:
Address
Date

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4863638 /924178

08/25/2021,

Rashmi Prabhu
#Flat-204, Global Aura Apartment Ayyappa temple road,.
Bangalore ,Karnataka,
India

Confidential

Dear Rashmi Prabhu,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('**Capgemini**' or '**Company**') starting from **09/02/2021** (or such other date as may be communicated to you by the Company), as per details given below

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only).** Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only).** Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Mindtree
A Larsen & Toubro Group Company

Date: 18-Jun-2021

To

Sachin G Holalkeri
INDIA

Dear Sachin G Holalkeri,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

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SachinGH

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

Principal
Sapthagiri College of Engineering
14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Sachingth

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A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Sachin G Holalkeri, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	SachinGH
Your Name in Capital letters	SACHIN G HOLALKERI

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **Sachin G Holalkeri**

Salary Grade : **C1**

Designation : ENGINEER

Stipend : **INR 26,000 per month**.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Annexure 2

Compensation stack effective from date of confirmation

Name : **Sachin G Holalkeri**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

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Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

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Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

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Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

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If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. Compensation and benefits

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

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10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

sachingH

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11.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

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11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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14. Transfer

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

15. Retirement and retirement benefits

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

16. Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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Mindtree
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Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) **Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) **Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) **Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

Mindtree Ltd., Global Village
RVCE Post, Mysore Road
Bangalore 560 059, India

T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

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4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than $25. If you receive any gifts from a vendor with a value greater than $25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

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Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

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In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

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12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and https://www.mindtree.com.

Agreed and Accepted

Signature : SachinGH

Name : Sachin G Holalkeri

Date : Jun 20, 2021

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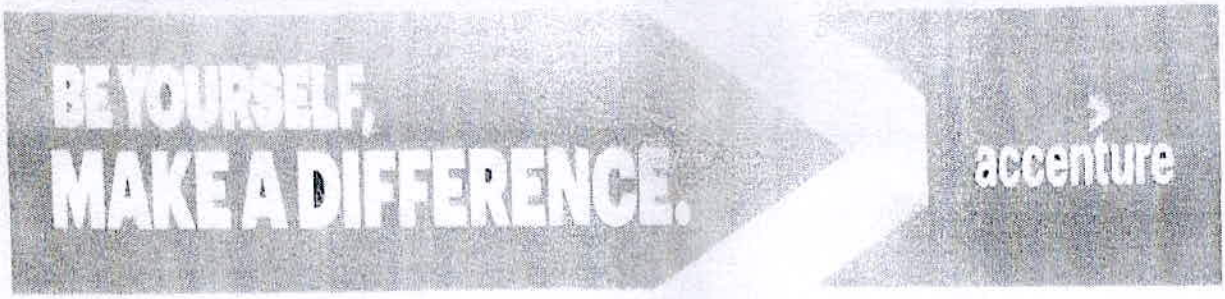

Strictly Private and Confidential

Date:13-Jul-2021

Samatha Siddaraja
C9757195

#30/3 2nd cross near government primary school road,Nelagadaranahalli,Nagasandra(post)

7760315879

Dear **Samatha Siddaraja,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions.

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

candidate's Signature

Reference Id: 43f77627-4827-42ef-a92e-ef6def8e4317_1
Signed By: Mahesh Vasudeo Zurale

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You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

candidate's Signature

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Bengalu

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

candidate's Signature

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After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-India.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

03/09/2021
Samatha. S

[*Insert full legal name*]

candidate's Signature

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ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is.

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

candidate's Signature

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ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

candidate's Signature

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HRD/3T/1002401238/21-22

September 13, 2021

Ms. Sangeetha K V
Khandenahally Palya,Khandenahally Post, Hiriyur Taluk
Khandenahally Palya,Khandenahally Post,Hiriyur
Chitradurga-572143
India

Ph: +91-9845804452

Dear Sangeetha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.13 14:16:29 IST
Reason: Digitally Signed
Location: Bangalore

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INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

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HRD/1002401238/21-22

September 13, 2021

Ms. Sangeetha K V
Khandenahally Palya,Khandenahally Post, Hiriyur Taluk
Khandenahally Palya,Khandenahally Post,Hiriyur
Chitradurga-572143
India

Ph: +91-9845804452

Dear Sangeetha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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Company Confidential - This communication is confidential between you and Infosys Limited

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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SONATA

SONATA SOFTWARE LIMITED

CMMIDEV /5

07-10-2021

Ref: SSSL/HR /APPT

Vaishnavi Sanjeev Nadgir

#662, 6 cross, 4 main Gruhalakshmi Layout, Bangalore - 560073, KARNATAKA, India

Dear Vaishnavi,

This has reference to your application and the subsequent interviews you have had with us. We are pleased to appoint you in our organization on the following terms and conditions.

1. **Designation:** Trainee Systems Analyst

2. **Grade:** ETG

3. **Date of Commencement: 11-10-2021**

4. **Salary:** As per the salary Annexure.

5. You will be a Trainee for a period of 12 (twelve) months from the date of joining service.

6. You will be governed by the Leave Rules of the Company.

7. You will execute a service agreement to serve the Company for a minimum period of two years from the date of joining.

8. The above agreement has to be executed at the time of joining the Company and should have to be guaranteed by a surety, preferably your parent.

9. Should you leave the employment during this period of two years, you are liable to compensate the Company, an amount as per the clause VIII(c) of the Trainee Service Agreement.

10. You will be confirmed in our Company subject to satisfactory performance during the period as trainee, as per the Company policy.

11. During the period of your training with the Company, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties. If you are found engaging in any other business or occupation, your training is liable to be terminated without any notice or any compensation in lieu thereof.

12. You will not divulge or pass any information which you may obtain during your training in the Company to others.

13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all

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your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** Initially, you will be posted at Bangalore. However, the Company reserves the right to transfer you to any other place/establishment of the Company either in existence or which may come into existence, and on such transfer, the Rules and Regulations and the Terms and Conditions of the service applicable to such a place of posting shall be applicable to you. Similarly, the Company reserves the right to assign additional/change of duty and transfer you to equivalent post in any other department.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. **General:**

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

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(ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

(iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, contact numbers, your civil status, and academic / professional qualifications

(iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

(v) You are required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time during your employment.

(vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

18. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software Solutions Limited
Christopher George Pereira

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 07-10-2021

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.

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ANNEXURE

Monthly Benefits (Figures in Rs.) - A	*Figures in Rs.*
Basic	15000
HRA	7500
Advance Bonus/Ex Gratia	2500
Supplementary Allowance	1741
Total Monthly	**26741**
Annual Retirement Benefits -B	
Provident Fund(Refer Note No.1)	21600
Gratuity (4.17% of basic salary)	7506
Total Retirement Benefits p.a.	**29106**
Cost To Company - CTC - C - (A*12+B)	**350000**
Other Benefits - D	
Hospitalization & Personal Accident Insurance Premium (Refer Note No.2)	**6774**
Total Cost to Company - TCC - (C+D)	**356774**

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1. This is the Employer's contribution towards Provident Fund. It is calculated at 12% of the of the Basic salary. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organisation rule. This is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 2 Lakhs p.a under the family floater cover (for Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 16.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs. 5 Lakhs as per rules governing the same.

The Company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.

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Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
- Please furnish marks cards for all the years.
- Medical Report in the prescribed format.
- **PAN** Card - this is a confirmation of your Identity and date of birth and required for making salary payments.
- **Aadhar Card** - this is has become mandatory to remit your PF deductions.
- **Your Passport sized photograph with white background only**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas- This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** - This is required only if you are opting for meal card.

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Medical Examination Report

Full Name: _____

Sex: _____ Date of Birth: _____ Age of According to me: _____

Previous Illness if any: _____

Family History: _____

Height: _____ Weight: _____

Physical Deformity: _____ Blood Group: _____

Small Pox: _____ Re-Vaccination: _____

Tab: _____ BCG: _____

Operation done if any: _____

Chest (Normal): _____ Expanded: _____

Abdominal girth: _____

Vision With Glasses: _____ Vision Without Glasses: _____

Eye Diseases if any: _____

Ear: _____ Hearing Defects If Any: _____

Nose: _____ Nose Defects If Any: _____

Throat: _____ Teeth: _____ Speech: _____

Tongue: _____ Tonsils: _____

Heart Sounds: _____ Skin Disease: _____

Blood Pressure: _____ Respiratory System: _____

Liver: _____ Spleen: _____

Digestive System: _____ Genital Urinary System: _____

Urine Test: _____ Sugar: _____

Albumin: _____ Nervous System: _____

General build and constitution: _____

Any other remarks: _____

In view of the above, I consider the candidate fir/unfit for employment

Place:

Date:

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PRIVATE AND CONFIDENTIAL

Subject: Employment Offer

Date: September 20, 2021

Dear Shreyas SM,

Congratulations!

We are pleased to offer you the position of **Associate- Software Engineer** at Innovaccer Analytics Private Limited ("Innovaccer") subject to the terms and conditions set forth below.

(i) Your date of joining at Innovaccer will be **September 27, 2021**

(ii) Innovaccer also has the right to change your duties and responsibilities from time to time as per business requirements.

(iii) You agree that you shall at all times faithfully, industriously, and to the best of your skill, ability, experience and talents, perform all of the duties required of your position. During your employment, you shall be obligated to adhere to all company policies including but not limited to the Innovaccer Code of Conduct. Your employment shall be subject to your continued adherence to such policies.

(iv) Your location of work will be Noida, India.

(v) You will receive an annual salary/CTC of **INR 6,00,000.** For details of the CTC, please refer to Annexure A below.

(vi) You shall be entitled to the following leaves during your employment as per Innovaccer's leave policy: 15 Earned Leaves & 25 Personal leaves which includes sick leaves, casual leaves, birthday, anniversary Leaves (40 leaves). Whereas, Maternity, Paternity & Bereavement Leaves will be over and above of EL & PL.

(vii) You are eligible for a Joining Bonus of **INR 1,50,000.** In the event of you leaving the company within a period of eighteen months from the date of your joining, you shall be obligated to return the entire amount of Joining Bonus to Innovaccer.

(viii) You will undergo domain or project specific training for a period of first three (03) months from the start date of your employment. Upon completion of such training, you will be on probation for a period of three (03) months, in accordance with the terms and conditions of your employment agreement.

(ix) Innovaccer reserves the right to terminate your employment at any time, whether during probation or post confirmation, by providing notice of 60 days. Innovaccer may also terminate your employment immediately for cause in case of any fraud, misrepresentation, misconduct, breach or your duties to Innovaccer, breach of the terms of your employment agreement or other Innovaccer policies or code of conduct or any other material performance related issues.

(x) Your employment shall be subject to you providing all required documents as we may request for via email and clearing the background check process undertaken by our People Operations team. We may immediately terminate our relationship and shall not be obligated to make any payments to you or be liable in any other manner in the event of any misrepresentation by you in connection with your background check process.

(xi) Upon your timely acceptance of this offer and prior to your date of joining, Innovaccer may issue certain assets to you, including but not limited to any laptop, mobile instrument, etc. In the event you do not join the services of Innovaccer on the stipulated date of joining, you undertake to immediately return all such assets to the Company at your sole expense.

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(xii) Your employment with Innovaccer shall be governed by the terms and conditions of your employment agreement, confidential information and invention assignment agreement and other agreements, and shall be subject to your continued adherence to the terms of such documents.

(xiii) The terms of this offer letter shall be governed by the laws of India and any dispute regarding our relationship shall be submitted to binding arbitration in Delhi/NCR under the Arbitration and Conciliation Act, 1996 by a sole arbitrator nominated by us.

This offer of employment will be valid for acceptance by you for a period of 1 working day from the time of receiving the offer. If you accept this offer, we will subsequently issue an employment agreement along with other relevant agreements which you will have to execute prior to the date of your joining.

Kindly sign and return a copy of this letter duly countersigned on each page (including annexure) in acceptance of the terms and conditions mentioned.

For Innovaccer Analytics Pvt. Ltd.,

DocuSigned by:
Mohammad Saqib
4885DE5352154B8...

Mohammad Saqib

Senior Director – People Operations

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ANNEXURE A

		Annual	Details
A	**Salary Components**		
	Basic Salary	2,40,000	
	HRA	1,20,000	
	Conveyance Allowance	19,200	
	Special Allowance	1,99,200	
	Gross Salary	5,78,400	
B	Provident Fund (Employer's Contribution)	21,600	As per the new Provident Funds & Miscellaneous Provisions Act
	CTC	**6,00,000**	
C	Joining Bonus- One Time	1,50,000	This will be paid in 2 equal instalments - 1st - after completion of 3 months 2nd - after completion of 6 months

NOTE:

1. ***TDS as applicable shall be deducted.***
2. ***Health insurance INR 5,00,000 per annum.***
3. ***Gratuity as per law.***

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CONFIDENTIALITY:

Matters of compensation and/or salary are strictly confidential to Innovaccer. Innovaccer mandates that such information be secured and kept confidential by you during your employment with Innovaccer with the highest levels of integrity and discretion.

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ACCEPTANCE OF EMPLOYMENT OFFER

I Shreyas SM accept your offer of employment with Innovaccer as **Associate- Software Engineer** and agree to the conditions in the offer letter.

_____

Name: Shreyas SM

Date:

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22-September-21

K Shoaib Ahmed

Employment offer

Dear Shoaib,

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant**. If you choose to accept this offer before **24-September-21**, we would like your start date to be **04-October-21**, contingent upon the successful clearing of your background screening. In the event of you not joining us on or before the said date of joining, this offer will automatically stand withdrawn. The compensation and terms of employment are set forth below:

Your compensation will be **INR 460000/- per annum,** which includes a bonus component of **INR 100000/-** (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal, and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail on or before **24-September-21** by email confirming your acceptance along with the copy of your resignation email or the resignation acceptance email sent by the HR in your current organization to confirm your candidature with Neudesic. We hope you accept this offer, and we look forward to working with you.

Sincerely,

Prithi Ashok
Manager - Human Capital Management
Neudesic Technologies Private Limited

Compensation detail

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Annexure – I

Compensation Details

Name: K Shoaib Ahmed
Designation: Associate Consultant
Job Location: Bangalore

Indicative Compensation Structure	
Compensation Component	CTC Details (₹)
Base Compensation	
Basic	134452
HRA	53781
Special Allowance	108051
Monetary Benefits	
Food Allowance (optional for tax exemption)	26400
LTA	13445
Fixed Annual Compensation	**336129**
Annual On Target Bonus	**100000**
Retirement Benefits	
Employer PF Contribution	17280
Gratuity[1]	6591
CTC per annum [2]	**460000**

[1] Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

[2] Apart from the above compensation, company provides following benefits of up to ₹22,18,000 at no additional cost.

- You can avail an internet reimbursement of up to ₹18,000 per year.
- You are eligible for a company provided self-medical insurance coverage of ₹2,00,000 at no additional cost.
- You are also eligible for a company provided Group Personal Accident insurance coverage of ₹20,00,000 at no additional cost.
- You can choose to upgrade to a medical insurance coverage of ₹10,00,000 for your family at an additional cost.

Compensation details are [illegible] as per the Employee's Agreement

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Offer: Computer Consultancy
Ref: TCSL/DT20207268479/Ahmedabad
Date: 16/08/2021

Mr. Sunil Rathor
8/12 C Main Road Malleshwaram Pipeline,
Big Bazzar,
Bangalore-560003,
Karnataka.
Tel# -7019341968

Dear Sunil Rathor,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

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day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

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19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

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*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Sunil Rathor
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. **Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. **General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Veeresh Kumar P

Date: 20 Sep 2021

6031/65718772/14643568/200921/1437

Dear **Veeresh Kumar P,**

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Graduate Engineer Trainee** on the following terms and conditions:

01. PLACE OF POSTING

Your initial posting will be at **Bengaluru Avana Building.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **4 October 2021.**

02. COMPENSATION

Cost to Company: ₹ 3,50,000/- (₹ THREE LAKH FIFTY THOUSAND only) per annum.
CTC is the indicative cost to the company that includes following three major components:

A. Fixed Pay: ₹ 3,21,173/- (₹ THREE LAKH TWENTY ONE THOUSAND ONE HUNDRED SEVENTY THREE only) per annum.
This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

B. Retirals : ₹ 28,827/- (₹ TWENTY EIGHT THOUSAND EIGHT HUNDRED TWENTY SEVEN only) per annum
This includes Provident Fund, Gratuity/Ex-gratia and Bonus as per applicable rules.

C. Performance Linked Incentive (PLI): ₹ 0/- (₹ NIL only) per annum
(This is the maximum payout at Performance Level Significantly Exceeds Expectations).
PLI is a performance linked incentive and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date of disbursement, notwithstanding any delay on the announcement of such disbursement.

In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1B.** Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

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14/5, Chikkasandra, Hesaraghatta Main Road
Bengaluru - 560 057

Veeresh Kumar P

6031/65718772/14643568/200921/1437

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary plus personal special allowance (if applicable) with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.
We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

For Jio Platforms Limited.

AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

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Bengaluru - 560 057

Jio Platforms Limited: CIN U72900GJ2019PLC110816
Registered Address : 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380006, Gujarat, India

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HRD/3T/1002401446/21-22

September 13, 2021

Ms. Vidya D
No.6 Adishakti Nilaya,
Near Ayyappa Temple,Srinivasa Roa Layout, Subhashnagar,Nelamangala,Bangalore Rural
Bangalore-562123
India

Ph: +91-9110229113

Dear Vidya,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.13 14:24:00 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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Company Confidential - This communication is confidential between you and Infosys Limited

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HRD/1002401446/21-22

September 13, 2021

Ms. Vidya D
No.6 Adishakti Nilaya,
Near Ayyappa Temple,Srinivasa Roa Layout, Subhashnagar,Nelamangala,Bangalore Rural
Bangalore-562123
India

Ph: +91-9110229113

Dear Vidya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

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Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

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Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.13 14:24:00 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Vidya D**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Vidya D**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Bengaluru - 560 057

TATA

27 August 2021

Shashank S.
#636 2nd Main 7th Cross
Muneshwara Layout
Laggere

Dear Shashank,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. **Appointment:**

You will be required to join us on **27 August 2021.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. **Code of Conduct:**

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

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2.6. You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.

4.2. Compensation structure detailed in the attached annexure is for a posting in **Bangalore**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Bangalore**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. **Other Work:**

7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. **Termination:**

8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4. You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

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9. On Separation:

9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

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11.3. **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

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14. Client Management:

14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter **("Date of Appointment").**

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19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter (**"Date of Appointment"**). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: 24/08/2021 **Signature:** _____

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Annexure 1

Annexure to: **Shashank S.**

Appointment Letter Dated: **27 August 2021**

Name	**Shashank S.**
Level	**D**
Designation	**Engineer**
Location	**Bangalore**

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	**26,562**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947
Annual Gross Salary	**3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

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Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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