



## APPOINTMENT LETTER

February 2, 2022

Dear Ananya Yadav,

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 VI. 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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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**



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**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**



the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I Ananya Yadav, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE III**

### **SALARY OFFER SHEET**

Name: Ananya Yadav

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

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## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ Signature Ananya Yadav 2/2/2022 6:13 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

  
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Chikkasandra, Hesarahatta Road,  
Bangalore-560 057





## APPOINTMENT LETTER

February 3, 2022

Dear JAYANTH HOLALKERI,

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.

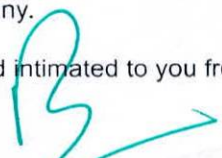
### **1. Appointment Details:**

- 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 VI. 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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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

  
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**Bangalore-560 057**

#### ANNEXURE I



the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I JAYANTH HOLALKERI, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE III**

### **SALARY OFFER SHEET**

**Name:** JAYANTH HOLALKERI

**Position:** Project Engineer

**Career Group:** TRB - II

You shall receive salary as detailed below.

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

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## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept ☐ Decline

☒ **Signature** JAYANTH HOLALKERI 3/2/2022 6:51 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

  
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**Sapthagiri College of Engineering**  
**Chikkasandra, Hesaraghatta Road.**  
**Bangalore-560 057**







## 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.

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## 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

  
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Bangalore-560 057



I Bharath K, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

**Name:** Bharath K

**Position:** Project Engineer

**Career Group:** TRB - II

You shall receive salary as detailed below.

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

\*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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

### ANNEXURE - IV

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& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

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For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept ☐ Decline

☒ **Signature** Bharath K 2/2/2022 8:38 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

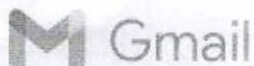
**Wipro Limited** T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 035 W :wipro.com  
India C :L32102KA1945PLC020800

22767064



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





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Wipro Campus Update\_LOI**

1 message

**Nagesh R Shanbhag** <nageshrshanbhag619@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Dec 21, 2021 at 4:21 PM

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+28hts-bb0c787a8e@talent.icims.com>  
Date: Tue, Oct 12, 2021, 14:34  
Subject: Wipro Campus Update\_LOI  
To: <nageshrshanbhag619@gmail.com>

October 12, 2021

Dear Nagesh Shanbhag ,  
Resume Number - 22767056

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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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.

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057

Yours sincerely,

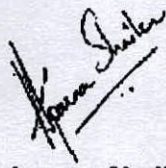
For Wipro Limited,



21, 4:23 PM

Gmail - Fwd: Wipro Campus Update\_LOI

Gmail - Fwd: Wipro Campus Update\_LOI



**Apama Shailen**  
**General Manager - Human Resources**

This message was sent to nageshrshanbhag619@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=8A1922767056&contactId=13012138>

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



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





## Letter of Intent

January 14, 2022  
Archana.D  
Sapthagiri College of Engineering, Bangalore

Dear Archana.D ,

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

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. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

Monica Mathur  
Vice President, Recruitment-India & APAC

Principal

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

HEXWARE TECHNOLOGIES LTD

Regd. office: Bldg No. 152, Millennium Business Park, Sector 15, Navi Mumbai, 400713, Tel.: +91 22 3791 9593  
ICIN: L72900MH1992PLC06-Kar 2116, [www.hexaware.com](http://www.hexaware.com)



## wd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

message

arshitha V <harshithavkarkera182@gmail.com>  
 x: sapthagiriplacements@gmail.com

Tu

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: Deepa B &lt;deepainchu@gmail.com&gt;

Date: 15/03/2022 10:48 (GMT+05:30)

To: harshithavkarkera182@gmail.com

Subject: Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

----- Forwarded message -----

From: Devika Rani &lt;devikarani.h@qspiders.com&gt;

Date: Mon, Oct 11, 2021, 10:48

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

To: &lt;suma.h@sapthagiri.edu.in&gt;

Cc: &lt;gowri.subash6@gmail.com&gt;, &lt;Likhith225@gmail.com&gt;, &lt;hemanthk2207@gmail.com&gt;, &lt;bindulakshman11@gmail.com&gt;, &lt;sutkarsh710@gmail.com&gt;, &lt;priyankahs2000@gmail.com&gt;, &lt;suhanasriv5

&lt;kitkatluv2712@gmail.com&gt;, &lt;harshithavkarkera182@gmail.com&gt;, &lt;deepainchu@gmail.com&gt;, &lt;rahulm5740@gmail.com&gt;, &lt;doctorbabu1111@gmail.com&gt;, &lt;darshiniarajinappa@gmail.com&gt;, &lt;priyanka2

&lt;vasudhanagraj12345@gmail.com&gt;, &lt;likhith.gowda122200@gmail.com&gt;, &lt;kirankumar3658@gmail.com&gt;, &lt;offic-arshitha2022@gmail.com&gt;, &lt;supna.maurya0217@gmail.com&gt;, &lt;wazirakash@gmail.com&gt;.

&lt;harshuhamsa104@gmail.com&gt;, &lt;arathi.michael@gmail.com&gt;, &lt;ignarusreddy@gmail.com&gt;, &lt;deepthavpav112@gmail.com&gt;

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training &amp; Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed &amp; we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects &amp; Please communicate the same with students &amp; we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection &amp; students while reporting can take a print/show the mail confirmation to the respective concerns]

Candidate Name	Mobile Number	Email ID	10th aggregate	12th aggregate	Degree CGPA	Degree stream	Degree col
Anupriya S	9449528876	gowri.subash6@gmail.com	91.6	79.3	7.76	Electrical & Electronics(EEE)	Sapthagiri College o
Likhith R	8861736440	Likhith225@gmail.com	85.92	63.85	6.89	Mechanical(ME)	Sapthagiri College c
Hemanth Kumar K	6362425025	hemanthk2207@gmail.com	84	80.83	7.81	Information Science(IS)	Sapthagiri College c
Bindu L	9738428709	bindulakshman11@gmail.com	95	89		Computer Science(CS)	Sapthagiri College c
Utkarsh Singh	6392491454	sutkarsh710@gmail.com	91.2	67.6	7	Information Science(IS)	Sapthagiri College c
Priyanka H S	9972142233	priyankahs2000@gmail.com	93.44	75.33	7.86	Mechanical(ME)	Sapthagiri College c
SOHANA	9742448246	suhanasriv56979@gmail.com	94.83	85.83	9.03	Information Science(IS)	Sapthagiri College c
Archana.D	7975482978	kitkatluv2712@gmail.com	88.32	86.83	7.88	Electronics & Communication(E&C)	Sapthagiri College c
Harshitha V	7892091808, 9739360814	harshithavkarkera182@gmail.com	96.32	93.5	8.5	Electronics & Communication(E&C)	Sapthagiri College c
Deepa B	9945168324	deepainchu@gmail.com	84	94		Electronics & Communication(E&C)	Sapthagiri College c
Rahul M	9740947678	rahulm5740@gmail.com	76.96	82.33	7.5	Information Science(IS)	Sapthagiri College c
Doctor Babu C	807 311 5389	doctorbabu1111@gmail.com	64	53	7.2	Mechanical(ME)	Sapthagiri College c
Darshini A	8553008457	darshiniarajinappa@gmail.com	95.04	86.67	8.29	Information Science(IS)	Sapthagiri College c
Priyanka V	9739068840	priyanka2000vnr@gmail.com	92.48	78.83	8.82	Computer Science(CS)	Sapthagiri College c
Vasudha S N	7892158841	vasudhanagraj12345@gmail.com	89.92	80.83	8.28	Information Science(IS)	Sapthagiri College c
Likhith.N	8618286831	likhith.gowda122200@gmail.com	93.28	84	7.15	Information Science(IS)	Sapthagiri College c
KIRAN KUMAR D	8151046031	kirankumar3658@gmail.com	85.66	85.76		Electronics & Communication(E&C)	Sapthagiri College c
Ranbir Kumar Sinhh	8217390470	officairanbir26@gmail.com	60	65	6.1	Electronics & Communication(E&C)	Sapthagiri College c

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 Bangalore-560 057



Uptima maurya	9933933397	uptima.maurya123@gmail.com	81.1	80		Computer Science(CS)	Sapthagiri College o
Aakash Waza	9682650197	wazaakash@gmail.com	86.45	71		Computer Science(CS)	Sapthagiri College o
Harshitha R	9740933099	harshuhamsa104@gmail.com	94.24	82.16	7.59	Information Science(IS)	Sapthagiri College o
Arathi M	7892630394	arathi.m.michael@gmail.com	98.4	85.5	7.62	Electronics & Communication(E&C)	Sapthagiri College o
Thanushree K J	9448074174	thanushreekj@gmail.com	95.68	90.8	9.04	Computer Science(CS)	Sapthagiri College o
Deepthi Yadav G	6361060337	deepthiyadav112@gmail.com	96.96	91.92	8.1	Computer Science(CS)	Sapthagiri College o

Regards

Devika

9513684738

Qspiders Incubation Team.

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





## APPOINTMENT LETTER

March 30, 2022

Dear Deepa B,

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,

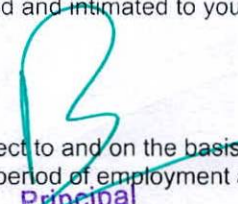
### **2. Compensation:**

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 VI. 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:

  
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Bangalore-560 057



## 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

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Chikkasalli, Hosanghatta Road,  
Bangalore-560 057



I Deepa B, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

**Name: Deepa B**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

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

\*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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

#### ANNEXURE – IV

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560102



& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ **Signature** Deepa B 30/3/2022 10:54 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 035 W :wipro.com  
India C :L32102KA1945PLC020800

24182274

  
Principal  
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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Suma Hiremath <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:20 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:44 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: kirankumard3658@gmail.com <kirankumard3658@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3899

Dear Kiran Kumar D,

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 1<sup>st</sup> 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.

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Sapthagiri College of Engineering  
Chikkasandra, 146th Cross, 3rd Road  
Bangalore-560 057



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 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 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. 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](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**

  
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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



SLK Software Pvt. Ltd.,  
SLK Green Part, SEZ UNIT II, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> Floor Tower-A,  
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,  
Pujanahalli Village, Devanahalli Taluk,  
Bangalore Rural – 562 110, India.  
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



Date: 22-Oct-2021

Mr./Ms. Ranbir,  
Saptagiri,  
India, Karnataka, 560057

Dear Ranbir,

Congratulations!! We welcome you to join the team having vision to excel.

We are pleased to offer you the position of "Trainee", Grade T1. This offer is subject to the terms of this letter.

Your annual compensation (CTC) will be as given below.

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
- Your performance will be reviewed after 12 months completion of your joining and your compensation changes will be based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory Completion of pre- onboarding learning assignments and assessments as part of the Campus to Corporate Program, with a pass grade.
- Satisfactory verification of your identity, address, previous employment(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

*Dhirendra Nath*

Dhirendra Nath

Senior Vice President – HRM

Encl. 1. List of documents required at the time of joining SLK Software.

I agree and accept the terms and conditions of my prospective employment as mentioned above.

*Ranbir Kumar Singh* RANBIR KUMAR SINGH

Signature:

Candidate Name

Date: 25/10/2021

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore – 560 064, India. T +91 – 80 4180 5721 / F + 91 80 4050 1921  
Principal  
Saptagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



**SLK Software Pvt. Ltd.,**  
SLK Green Part, SEZ UNIT II, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> Floor Tower-A,  
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,  
Pujanahalli Village, Devanahalli Taluk,  
Bangalore Rural – 562 110, India.  
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



**Date: 22-Oct-2021**

**Mr./Ms. prajwal ,**  
**Saptagiri,**  
**India, Karnataka, 560057**

Dear prajwal ,

Congratulations!! We welcome you to join the team having vision to excel.

We are pleased to offer you the position of "Trainee", Grade T1. This offer is subject to the terms of this letter.

Your annual compensation (CTC) will be as given below.

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
- Your performance will be reviewed after 12 months completion of your joining and your compensation changes will be based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory Completion of pre- onboarding learning assignments and assessments as part of the Campus to Corporate Program, with a pass grade.
- Satisfactory verification of your identity, address, previous employment(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

*Dhirendra Nath*

**Dhirendra Nath**

**Senior Vice President – HRM**

Encl. 1. List of documents required at the time of joining SLK Software.

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature: \_\_\_\_\_

*[Signature]*  
Candidate Name

Date: 26/10/2021

*[Signature]*  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**

**Regd. Office:** SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore – 560 064, India. T +91 – 80 4180 5721 / F + 91 80 4050 1921

[www.slkgroup.com](http://www.slkgroup.com)

CIN : U72200KA2000PTCQ27503

[contact@slkgroup.com](mailto:contact@slkgroup.com)



SLK Software Pvt. Ltd.,  
SLK Green Part, SEZ UNIT II, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> Floor Tower-A,  
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,  
Pujanahalli Village, Devanahalli Taluk,  
Bangalore Rural – 562 110, India.  
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



Date: 22-Oct-2021

Mr./Ms. Thejas S,  
Saptagiri,  
India, Karnataka, 560057

Dear Thejas S,

Congratulations!! We welcome you to join the team having vision to excel.

We are pleased to offer you the position of "Trainee", Grade T1. This offer is subject to the terms of this letter.

Your annual compensation (CTC) will be as given below.

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
- Your performance will be reviewed after 12 months completion of your joining and your compensation changes will be based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory Completion of pre- onboarding learning assignments and assessments as part of the Campus to Corporate Program, with a pass grade.
- Satisfactory verification of your identity, address, previous employment(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

*Dhirendra Nath*

Dhirendra Nath

Senior Vice President – HRM

End. 1. List of documents required at the time of joining SLK Software.

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature:

*Thejas S.*

Candidate Name

Date: 26/10/2021

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore – 560 064, India. T +91 – 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

Principal  
Saptagiri College of Engineering  
Chikkasandra, Hesaraghatta Road.  
Bangalore-560 057



SLK Software Pvt. Ltd.,  
SLK Green Part, SEZ UNIT II, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> Floor Tower-A,  
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,  
Pujanahalli Village, Devanahalli Taluk,  
Bangalore Rural – 562 110, India.  
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



Date: 22-Oct-2021

Mr./Ms. Manasa ,  
Saptagiri,  
India, Karnataka, 560057

Dear Manasa ,

Congratulations!! We welcome you to join the team having vision to excel.

We are pleased to offer you the position of "Trainee", Grade T1. This offer is subject to the terms of this letter.

Your annual compensation (CTC) will be as given below.

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
- Your performance will be reviewed after 12 months completion of your joining and your compensation changes will be based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory Completion of pre- onboarding learning assignments and assessments as part of the Campus to Corporate Program, with a pass grade.
- Satisfactory verification of your identity, address, previous employment(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

*Dhirendra Nath*

Dhirendra Nath

Senior Vice President – HRM

Encl. 1. List of documents required at the time of joining SLK Software.

I agree and accept the terms and conditions of my prospective employment as mentioned above.

*(Signature)*  
Signature:

MANASA DEV G. J  
Candidate Name

Date: 25/10/21

*(Signature)*

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore – 560 064, India. T +91 – 80 4180 5721 / F + 91 80 4050 1921

[www.slkgroup.com](http://www.slkgroup.com)

CIN : U72200KA2000PTCQ27503

[contact@slkgroup.com](mailto:contact@slkgroup.com)



SLK Software Pvt. Ltd.,  
SLK Green Part, SEZ UNIT II, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> & 7<sup>th</sup> Floor Tower-A,  
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,  
Pujanahalli Village, Devanahalli Taluk,  
Bangalore Rural – 562 110, India.  
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



Date: 22-Oct-2021

Mr./Ms. Archana HK,  
Saptagiri,  
India, Karnataka, 560057

Dear Archana HK,

Congratulations!! We welcome you to join the team having vision to excel.

We are pleased to offer you the position of "Trainee", Grade T1. This offer is subject to the terms of this letter.

Your annual compensation (CTC) will be as given below.

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
- Your performance will be reviewed after 12 months completion of your joining and your compensation changes will be based on your performance.

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory Completion of pre- onboarding learning assignments and assessments as part of the Campus to Corporate Program, with a pass grade.
- Satisfactory verification of your identity, address, previous employment/(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

*Dhirendra Nath*

Dhirendra Nath

Senior Vice President – HRM

Encl. 1. List of documents required at the time of joining SLK Software.

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature: \_\_\_\_\_  
Candidate Name

Date: \_\_\_\_\_

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,  
Bangalore – 560 064, India. T +91 – 80 4180 5721 / F + 91 80 4050 1921  
Principal  
Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057  
contact@slkgroup.com

[www.slkgroup.com](http://www.slkgroup.com)

CIN : U72200KA2000PTCQ27503



Ref ID: DN-HR-INCL-050322-207

05-Mar-2022

**Mr. Selva Kumar B,**

We refer to the interview you attended for the position of **Software Engineer - Trainee** at SignDesk.com, a product of Desk Nine Pvt Ltd, Bangalore.

We are pleased to **confirm the Consultant offer** for the mentioned position on the terms and conditions mutually discussed and agreed upon.

You will receive a total amount of **Rs.8,000/- per month** for 2 months as stipend during the training period. Post completing the training and review you will be eligible for a minimum salary of **Rs. 3,50,000/- per annum**.

Furnish the following documents.

- Scanned copy of your 10<sup>th</sup> and highest educational qualifications (mark sheets and certificates)
- Latest passport size photographs (3 Nos.) with white background.
- Scanned copy of Passport (including passport number, validity, address, and age).
- Scanned copy of PAN Card (if you do not have a PAN card, please apply for the same as it is mandatory to submit the same before joining)
- Scanned copy of Aadhaar card
- Scanned copy of proof of age and address, if different from those mentioned in passport or not having a passport.

Your date of joining for training is **01-April-2022** and request you to report at Desk Nine Pvt Ltd at 10.30 AM virtually. The meeting link will be shared with you soon.

We are excited to have you join us and welcome you to the SignDesk.com family!

For Desk Nine Pvt Ltd

**Ananya C S**  
**Head - HR**



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

Confidential



Ref ID: DN-HR-INCL-050322-209

05-Mar-2022

**Ms. Hamsitha B,**

We refer to the interview you attended for the position of **Software Engineer - Trainee** at SignDesk.com, a product of Desk Nine Pvt Ltd, Bangalore.

We are pleased to **confirm the Consultant offer** for the mentioned position on the terms and conditions mutually discussed and agreed upon.

You will receive a total amount of **Rs.8,000/- per month** for 2 months as stipend during the training period. Post completing the training and review you will be eligible for a minimum salary of **Rs. 3,50,000/- per annum**.

Furnish the following documents.

- Scanned copy of your 10<sup>th</sup> and highest educational qualifications (mark sheets and certificates)
- Latest passport size photographs (3 Nos.) with white background.
- Scanned copy of Passport (including passport number, validity, address, and age).
- Scanned copy of PAN Card (if you do not have a PAN card, please apply for the same as it is mandatory to submit the same before joining)
- Scanned copy of Aadhaar card
- Scanned copy of proof of age and address, if different from those mentioned in passport or not having a passport.

Your date of joining for training is **01-April-2022** and request you to report at Desk Nine Pvt Ltd at 10.30 AM virtually. The meeting link will be shared with you soon.

We are excited to have you join us and welcome you to the SignDesk.com family!

For Desk Nine Pvt Ltd

**Ananya C S**  
Head - HR



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

Confidential



Ref ID: DN-HR-INCL-050322-219

05-Mar-2022

**Mr. Sujan,**

We refer to the interview you attended for the position of **Software Engineer - Trainee** at SignDesk.com, a product of Desk Nine Pvt Ltd, Bangalore.

We are pleased to **confirm the Consultant offer** for the mentioned position on the terms and conditions mutually discussed and agreed upon.

You will receive a total amount of **Rs.8,000/- per month** for 2 months as stipend during the training period. Post completing the training and review you will be eligible for a minimum salary of **Rs. 3,50,000/- per annum**.

Furnish the following documents.

- Scanned copy of your 10<sup>th</sup> and highest educational qualifications (mark sheets and certificates)
- Latest passport size photographs (3 Nos.) with white background.
- Scanned copy of Passport (including passport number, validity, address, and age).
- Scanned copy of PAN Card (if you do not have a PAN card, please apply for the same as it is mandatory to submit the same before joining)
- Scanned copy of Aadhaar card
- Scanned copy of proof of age and address, if different from those mentioned in passport or not having a passport.

Your date of joining for training is **01-April-2022** and request you to report at Desk Nine Pvt Ltd at 10.30 AM virtually. The meeting link will be shared with you soon.

We are excited to have you join us and welcome you to the SignDesk.com family!

For Desk Nine Pvt Ltd

**Ananya C S**  
Head - HR



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

Confidential



Ref ID: DN-HR-INCL-050322-222

05-Mar-2022

**Mr. Shiva Kumar S,**

We refer to the interview you attended for the position of **Software Engineer - Trainee** at SignDesk.com, a product of Desk Nine Pvt Ltd, Bangalore.

We are pleased to **confirm the Consultant offer** for the mentioned position on the terms and conditions mutually discussed and agreed upon.

You will receive a total amount of **Rs.8,000/- per month** for 2 months as stipend during the training period. Post completing the training and review you will be eligible for a minimum salary of **Rs. 3,50,000/- per annum**.

Furnish the following documents.

- Scanned copy of your 10<sup>th</sup> and highest educational qualifications (mark sheets and certificates)
- Latest passport size photographs (3 Nos.) with white background.
- Scanned copy of Passport (including passport number, validity, address, and age).
- Scanned copy of PAN Card (if you do not have a PAN card, please apply for the same as it is mandatory to submit the same before joining)
- Scanned copy of Aadhaar card
- Scanned copy of proof of age and address, if different from those mentioned in passport or not having a passport.

Your date of joining for training is **01-April-2022** and request you to report at Desk Nine Pvt Ltd at 10.30 AM virtually. The meeting link will be shared with you soon.

We are excited to have you join us and welcome you to the SignDesk.com family!

For Desk Nine Pvt Ltd

**Ananya C S**  
Head - HR

Confidential



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





## Letter of Intent

January 14, 2022  
Prajwal P  
Sapthagiri College of Engineering, Bangalore

Dear Prajwal P,

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

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. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE TECHNOLOGIES LIMITED**

Monica Mathur  
Vice President, Recruitment-India & APAC

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



### HEXWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,  
Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500  
(CIN): L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)





Letter of Intent

January 14, 2022  
Vinay HS  
Sapthagiri College of Engineering, Bangalore

Dear Vinay HS,

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

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. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexaversity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

Monica Mathur  
Vice President, Recruitment-India & APAC

*Vinay HS*

*B*

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

HEXWARE TECHNOLOGIES LTD

Regd. office: Block No. 152, Main Road, Siruseri, Chennai-600 095  
New Mumbai 400 014 India. Tel: 022-2610 7500 Fax: 022-2610 7500  
E-mail: [hr@hexaware.com](mailto:hr@hexaware.com) [recruitment@hexaware.com](mailto:recruitment@hexaware.com) [training@hexaware.com](mailto:training@hexaware.com)





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218311072/Bangalore**  
**Date: 09/11/2021**

Mr. Dushyanth H Y  
Halebelur Village & Post, Sakhleshpura Taluk,  
Halebelur Govt Hospital,  
Sakhleshpura-573134,  
Karnataka.  
Tel# -

Dear Dushyanth H Y,

**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 &

**TCS Confidential**  
**TCSL/DT20218311072**

**TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EPIP Whitefield, Bangalore-560 075  
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 Service Line: 1800 209 3171 Email: careers@tcs.com

Principal

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



**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

**TCS Confidential**  
**TCSL/DT20218311072**

**TATA CONSULTANCY SERVICES**

VYDEHI ROAD BLOCK, 82, EPIP Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0714 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

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





# GROSS SALARY SHEET

Annexure 1

Name	Dushyanth H Y
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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TCSL/DT20218311072

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore-560066  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0714 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218354744/Bangalore**  
**Date: 09/11/2021**

Mr. Abhishek R  
#203rd Main Road,  
Srikanteshwara Nagar ,Nandini Layout,  
Bangalore-560096,  
Karnataka.  
Tel# -

Dear Abhishek 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 &

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**TCSL/DT20218354744**

**TATA CONSULTANCY SERVICES**

**Principal**

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





### 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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TCSL/DT20218354744

**TATA CONSULTANCY SERVICES LIMITED**

WYDEN ROAD 1, 80 Feet, 12th Floor, White Star, Bangalore-560 065 India  
TCSL: 080-2744 7800, 080-2744 7801, 080-2744 7802, 080-2744 7803, 080-2744 7804  
Registered Office: Naraina Building, 9th Floor, Naraina Point, Mumbai-400 021  
TCS Careers: www.tcs.com, 1800 101 211, email: careers@tcs.com

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





# GROSS SALARY SHEET

Annexure 1

Name	Abhishek R
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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TATA CONSULTANCY SERVICES

WYOMING, ROOM 1 BLOCK 42, LIPIN, WASHINGTON, D.C. 20005  
Tel: 01 800 6724 7000 Fax: 01 800 8841 0714 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nariman Point, 9th Floor, Nariman Point, Mumbai 400 021  
E-Mail: [hr@tcs.com](mailto:hr@tcs.com), [recruitment@tcs.com](mailto:recruitment@tcs.com), [training@tcs.com](mailto:training@tcs.com)

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





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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218347015/Bangalore**  
**Date: 09/11/2021**

Mr. Hemanth Hm  
#322 Shivajothinagar Harokyanthalli Main Road Makali Post Dasanapura Hobli Bangalore North Bangalore  
Himalaya Drug House,  
Bangalore-562123,  
Karnataka.  
Tel# 91-7975667799

Dear Hemanth Hm,

**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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**Bangalore-560 057**

WIDEEN: 80.1 BLOCK: 12.010 Whitehead 3.11  
Tel: 91 80 6724 1016 Fax: 91 80 774 1011  
Registered Office: New Building, Whitehead, Narayana  
P.O. 5, Green, Service Centre, 560 079. E-mail: 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

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

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**Bangalore-560 057**

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WFOH: 80, 1st Floor, K. K. Road, Wipro Building, Bangalore-560 068 India  
Tel: 91 80 6724 7000 Fax: 91 80 2344 7714 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021  
TCS Careers Service Line: 1800 201 3111 Email: careers@tcs.com





# GROSS SALARY SHEET

Annexure 1

Name	Hemanth Hm
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Dharmapuri

Table 1: Compensation Details (All Components in INR)

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

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TATA CONSULTANCY SERVICES

WYDEHI, RC-1 BLOCK K2, EPR, Whitefield Road, Bangalore-560 075  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office: Mumbai, India  
TCS is a public company listed on the stock exchange of India. For more information, visit www.tcs.com

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Sapthagiri College of Engineering  
Chikmagalur, Hesaraghatta Road,  
Bangalore-560 057





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218107085/Bangalore**  
**Date: 09/11/2021**

Ms. Chandana V  
#218/2, Srinivasa Nilaya C Cross, Bahubali Nagar, Pipeline Road,  
Near Government Hospital,  
Bangalore-560013,  
Karnataka.  
Tel# 91-9110850531

Dear Chandana V,

**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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**TCSL/DT20218107085**

**TATA CONSULTANCY SERVICES**

WOLFE ROAD, CHENNAI, TAMIL NADU 600 008  
Tel: 91 800 24 200 00 or 91 80 00 1 23 45  
Registered Office: Nirmal Building, 9th Floor, Narayan  
R S Changan, Narayan Building, 9th Floor, Narayan  
R S Changan, Narayan Building, 9th Floor, Narayan

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





### 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**




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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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REGISTERED OFFICE: 3RD FLOOR, 9th Cross, 9th Main Road, Electronic City Phase 1, Bengaluru 560 082  
Tel: 91 80 6274 7000 Fax: 91 80 6241 6114 Website: www.tcs.com  
Registered Office: Noida (Udhyot), 20th Block, Naraina, New Delhi, India 110028  
TCS Careers Portal: [www.tcs.com/careers](http://www.tcs.com/careers) Email: [careers@tcs.com](mailto:careers@tcs.com)

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





# GROSS SALARY SHEET

Annexure 1

Name	Chandana V
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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\*\*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.

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

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Principal

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218276929/Bangalore**  
**Date: 09/11/2021**

Ms. Apurva M Shet  
#161st Main Road,  
Doddabommasandra, Vidyaranyapura Post,  
Bangalore-560097,  
Karnataka.  
Tel# 91-9482079291

Dear Apurva M Shet,

**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 Road,**  
**Bangalore-560 057**





### 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**



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

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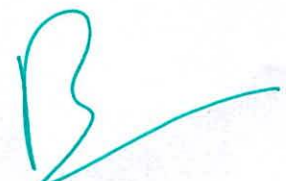
TATA CONSULTANCY SERVICES

WFOH: B-1, Block 1, 2nd Floor, Cyber City, Bangalore-560 086 India

Tel: 91 800 724 2000 Fax: 91 80 2941 0715 TCS web: www.tcs.com

Registered Office: Narval Building, 9th Floor, Narval Point, Mumbai-400 021

TCS Careers Service line: 1800 101 5111 Career: careers.tcs.com

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





## GROSS SALARY SHEET

Annexure 1

Name	Apurva M Shet
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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\*\*\* 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.

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

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Principal

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





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218188869/Bangalore**  
**Date: 09/11/2021**

Ms. Meghashree G  
#03, 1st Cross, Siddeshwara Layout, Nmh 2nd Stage,  
Near Apollo Pharmacy,  
Bangalore-560073,  
Karnataka.  
Tel# -

Dear Meghashree 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 &

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**Principal**

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**Chikkasandra, Hesaraghatta Road.**  
**Bangalore-560 057**





## GROSS SALARY SHEET

Annexure 1

Name	Meghashree G
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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\*\*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
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

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Principal

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

13



**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**



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

**Principal**  
**Sapthagiri College of Engineering**  
**Chikmagalur, Hesaraghatta Road,**  
**Bangalore-560 057**

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**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: Nival Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service line: 1 800 700 3111 Email: careers@tcs.com



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.





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218368532/Bangalore**  
**Date: 09/11/2021**

Mr. Premsagar B L  
#5705 Shree Bairaveshwara NilayaSubhash Nagar,  
Nelamangala,  
Bangalore Rural-562123,  
Karnataka.  
Tel# 91-8095636899

Dear Premsagar B L,

**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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**Bangalore-560 057**









## GROSS SALARY SHEET

Annexure 1

Name	Premsagar B L
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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Registered Office: Nirmal Building, 10th Floor, Naraina, Post, Mumbai-400 021  
TCS Careers Service line: 1800 209 3111, email: careers@tcs.com





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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218122185/Bangalore**  
**Date: 09/11/2021**

Ms. Reshma S Hegde  
Sapthagiri College Of Engineering, Girls Hostel Chikkasandra,  
Chikkasandra,  
Bangalore-560057,  
Karnataka.  
Tel# 91-9380496533

Dear Reshma S Hegde,

**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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**Bangalore-560 057**





### 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**



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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	Reshma S Hegde
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218350732/Bangalore**  
**Date: 09/11/2021**

Mr. Sharath K V  
#146, 3rd Cross Nandhana Road, Gokul 2nd Stage Shettihalli Tuda Layout,  
Near Tuda Layout Water Tank,  
Tumkur-572104,  
Karnataka.  
Tel# -

Dear Sharath K V,

**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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Chikmagalur, Hesaraghatta Road,  
Bangalore-560 057



**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**



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

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TCS Careers Service Line: 1800 208 3133 Email: careers@tcs.com





## GROSS SALARY SHEET

Annexure 1

Name	Sharath K V
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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Chikkasandra, Hesarghatta Road,  
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**Offer: Computer Consultancy**

**Ref: TCSL/DT20218101893/Bangalore**

**Date: 09/11/2021**

Mr. Vinay P

No 36 P Umapathi #9th Cross Magadiroad Bangalore 239th Cross,  
Sheshadripuram College,  
Bangalore-560023,  
Karnataka.  
Tel# -

Dear Vinay 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 &

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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**



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

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





# GROSS SALARY SHEET

Annexure 1

Name	Vinay P
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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\*\*\* 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
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752





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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218184381/Bangalore**  
**Date: 09/11/2021**

Ms. Shraddha Varijaksha  
#630, Ragavendra Nivas 6th Cross, 8th Main, Bhuvaneshwari Nagar,  
T-Dasarahalli,  
Bangalore-560057,  
Karnataka.  
Tel# 91-9845625793

Dear Shraddha Varijaksha,

**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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VYDEHI: RC / BLOCK, 82, LHP Whitefield, Bangalore-560 075  
Tel: 91 30 6724 7000 Fax: 91 30 2841 0114  
Registered Office: Narmal Building, 9th Floor, Narmal Point, Marathahalli, Bangalore-560 075  
TCS Careers Service-line: 1 800 309 3117 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

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

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**Chikkasandra, Hesaraghatta Road,**  
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# GROSS SALARY SHEET

Annexure 1

Name	Shraddha Varijaksha
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
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Component Category	Monthly	Annual
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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

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Principal

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





**Offer: Computer Consultancy**

**Ref: TCSL/DT20218381634/Bangalore**

**Date: 09/11/2021**

Mr. Swagat Shreyash  
Sapthagiri College Of Engineering Boys Hostel 326, 1st Mainroad,  
Sapthagiri Hospital,  
Bangalore-560090,  
Karnataka.  
Tel# 91-9835268409

Dear Swagat Shreyash,

**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.

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Registered Office: Nirmal Building, 9th Floor, Narayana Complex, 1st Cross, 1st Stage, 4th Block, Koramangala, Bangalore-560095  
TCS Careers Service Line: 1800 209 3111 Email: career@tcs.com

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







### 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

TCS Confidential  
TCSL/DT20218381634

**TATA CONSULTANCY SERVICES LIMITED**

VYDEHI, RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office: Nandimath Building, 1st Floor, Narayana Complex, Mumbai 400 021  
TCS Careers: [www.tcs.com/careers](http://www.tcs.com/careers) Email: [careers@tcs.com](mailto:careers@tcs.com)

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





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218085384/Bangalore**  
**Date: 09/11/2021**

Mr. Vinay Prasad M  
Pete Beedi, Nelamangala Yajamanara Street,  
Nelamangala,  
Bangalore Rural-562123,  
Karnataka.  
Tel# -

Dear Vinay Prasad 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 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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**TCSL/DT20218085384**

**TATA CONSULTANCY SERVICES**

**Principal**

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





### 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*

**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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TCSL/DT20218085384

TATA CONSULTANCY SERVICES

*B*  
Principal

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





# GROSS SALARY SHEET

Annexure 1

Name	Vinay Prasad M
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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TCSL/DT20218085384

TATA CONSULTANCY SERVICES

Principal

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





**Offer: Computer Consultancy**

**Ref: TCSL/DT20218129500/Bangalore**

**Date: 09/11/2021**

Mr. Manoj Mahadev Biradar  
#216 8th Main Road Buvaneshwari Nagara 8th Cross,  
T Dasarahalli,  
Bengaluru-560057,  
Karnataka.  
Tel# 91-9972866571

Dear Manoj Mahadev Biradar,

**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 &

**TCS Confidential**

**TCSL/DT20218129500**

**TATA CONSULTANCY SERVICES**

VYDEHI RC 1 BLOCK, H2, EPIP, Whitefield, Bangalore-560 066  
Tel: 91 80 6734 7000 Fax: 91 80 2341 0114 Website: www.tcs.com  
Registered Office: National Plot No. 40, Sector 14, Gurgaon, Haryana-122 002  
TCS Career Services: www.tcs.com/careers

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





### 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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TCSL/DT20218129500

**TATA CONSULTANCY SERVICES**

WYOMING, INC. 10000 WYOMING, INC. 10000 WYOMING, INC. 10000 WYOMING, INC. 10000  
Tel: 90 6 234 1990 Fax: 90 6 234 1991  
Registered Office: Mumbai, India. Tel: 91 22 6744 1000  
TCS Career Services: 1800 101 2111 Email: careers@tcs.com

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



**GROSS SALARY SHEET****Annexure 1**

<b>Name</b>	<b>Manoj Mahadev Biradar</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Sapthagiri College Of Engineering, Bangalore</b>

Table 1: Compensation Details (All Components in INR)

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

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Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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**TATA CONSULTANCY SERVICES**  
**Principal**

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





## APPOINTMENT LETTER

March 31, 2022

Dear Monisha 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 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 VI. 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 the basis of your effective performance and the performance results of the Company during your period of employment.

A handwritten signature in blue ink, appearing to be "B", is written over the compensation details.

Principal Engineering  
Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore - 560 087



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:

Our 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.

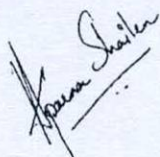
On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, 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**

  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikkasandra, Hosur Road**  
**Bangalore-560 057**



the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [polycycleclearinghouse@wipro.com](mailto:polycycleclearinghouse@wipro.com).

## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I Monisha R, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE III**

### **SALARY OFFER SHEET**

**Name: Monisha R**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,450
<b>Target Cost to Company per month</b>	<b>29,167</b>

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



## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.


☒ Accept ☐ Decline

☒ Signature Monisha R 31/3/2022 3:01 PM

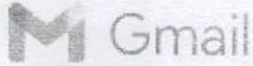
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 035 W :wipro.com

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





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Wipro Campus Update\_LOI**

1 message

**1SG18EC058 Megha s** <meghas9155@gmail.com>

Tue, Dec 21, 2021 at 4:28 PM

To: "sapthagiriplacements@gmail.com" &lt;sapthagiriplacements@gmail.com&gt;

----- Forwarded message -----

From: **1SG18EC058 Megha s** <meghas9155@gmail.com>

Date: Fri, 10 Dec 2021, 3:30 pm

Subject: Fwd: Wipro Campus Update\_LOI

To: &lt;xeroxiforme@gmail.com&gt;

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+2nus5-146760c915@talent.icims.com>

Date: Mon, 22 Nov 2021, 11:34 am

Subject: Wipro Campus Update\_LOI

To: &lt;meghas9155@gmail.com&gt;

November 22, 2021

Dear MEGHA S ,  
Resume Number - 23155642

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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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.



In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

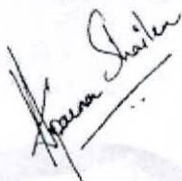
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

**Note: The above shall be applicable from your joining date with Wipro.**

**Your's Sincerely,  
For Wipro Limited**



**Aparna Shailen**  
General Manager - Human Resources

This message was sent to [meghas9155@gmail.com](mailto:meghas9155@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=CEA123155642&contactId=14751610>

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



# CSR Campus Drive -2022

Dear Lavanya N,

Greetings from Pentagon Space Pvt Ltd, Bangalore

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULLSTACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

## Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: Lavanya N

College Name: Sapthagiri College of Engineering

Branch: Electronics and Communication Engineering

USN/ Reg Number: 1SG18EC049

Date: 05/10/2021

Lavanya N  
Student Signature

Best wishes,

Madhusudhan H

Head Talent Acquisition & Technical Consultant



Plot No.765, 8th Cross Road,  
M.R.C.R Extension, Govindaraja Nagar  
Vijayanagar, Bangalore - 560040.  
(300 mts from Hosahalli Metro Station)

+91 99010 66669  
080 41632964  
info@pentagon-space.in  
www.pentagon-space.in

CIN: U71999KA2020PTC03373

Principal

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





## APPOINTMENT LETTER

March 31, 2022

Dear MANU M,

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 VI. 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:

  
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**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**



## 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 business dealings with the company where there is an opportunity for preferential treatment to be given or

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**Chikmagalur, Karnataka**  
**Bangalore-560 057**



I MANU M, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

**Name: MANU M**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

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

\*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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

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**Bangalore-560 057**

#### ANNEXURE – IV



& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept ☐ Decline

☒ **Signature** MANU M 31/3/2022 11:09 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 035 W :wipro.com  
India C :L32102KA1945PLC020800

24207507



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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



**Letter of Intent**

January 14, 2022  
Sourav Singh  
Sapthagiri College of Engineering, Bangalore

Dear Sourav 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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

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. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

Monica Mathur  
Vice President, Recruitment-India & APAC

*[Signature]*

Principal

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

HEXAWARE TECHNOLOGIES LIMITED

Regd. office: Bldg No. 152, Millennium Business Park, 1st Floor, Industrial Area, Mahape,  
Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 17500  
[CIN] : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



**Wipro Campus Update\_LOI**

1 message

Campus HR Team <wipro+email+2nuci-9ec02b9892@talent.icims.com>  
Reply-To: Campus HR Team <wipro+email+2nuci-9ec02b9892@talent.icims.com>  
To: manishmanimoney@gmail.com

Mon, Nov 22, 2021 at 11:24 AM

November 22, 2021

Dear Akarsh B A ,  
Resume Number - 23155074

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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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 pre-condition to the issuance of offer of appointment.

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25,000 – 75,000
End of Year 2	50,000 – 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date, as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

  
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2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

**Note: The above shall be applicable from your joining date with Wipro.**

**Your's Sincerely,  
For Wipro Limited**



**Aparna Shailen  
General Manager - Human Resources**

---

This message was sent to [manishmanimoney@gmail.com](mailto:manishmanimoney@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=40F323155074&contactId=14751610>

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Bangalore-560 057**







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 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 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. 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](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**

  
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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

DIVYA R <divyaravi2403@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Jun 7, 2022 at 11:47 AM

----- Forwarded message -----

From: **DIVYA RAVI** <divyaravi2403@gmail.com>  
Date: Fri, 10 Dec, 2021, 10:43 am  
Subject: Re: Mphasis\_Letter of Intent 2022!  
To: <campushires@mphasis.com>

Thank you for offering me the position of Associate software engineer at Mphasis. I am delighted to accept your offer and very excited to begin this journey.

Kindly let me know if there is any information or formalities that need to be done before joining. I'm available over the phone or email listed below.

Thank you, once again, for this opportunity that you have extended my way. I'm looking forward to joining the team at Mphasis.

On Fri, 10 Dec, 2021, 10:16 am DIVYA RAVI, <divyaravi2403@gmail.com> wrote:

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, 5 Dec, 2021, 10:43 am  
Subject: Mphasis\_Letter of Intent 2022!  
To: divyaravi2403@gmail.com <divyaravi2403@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3893

Dear Divya Ravi,

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

Greetings from Mphasis!!

Principal

Sapthagiri College of Engineering

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 1<sup>st</sup> 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.

**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 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. 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.

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- b. Aadhar card

  
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**Chikkasandra, Hasaraghatta Road,**  
**Bangalore-560 057**



- 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](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**

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Bangalore-560 057





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Suma Hiremath <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:18 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:43 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: harekrishna.ninety9@gmail.com <harekrishna.ninety9@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3894

Dear Hare Krishna,

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.**
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Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



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**Thanks and Regards**

**Mphasis – Campus Team**



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





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Suma Hiremath <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:19 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:44 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: jayanthrs147@gmail.com <jayanthrs147@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3897

Dear Jayanth R S,

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:

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Principal  
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As you are currently in your final year of graduation and are gearing up 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:

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4. On successful verification of documents and certificates provided by you.

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- d. All semester marks sheets and graduation certificate

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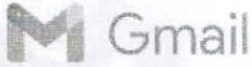
**Thanks and Regards**

**Mphasis – Campus Team**

  
**Principal**  
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Bangalore-560 057

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1 message

**Suma Hiremath** <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:19 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:44 AM  
Subject: **Mphasis\_Letter of Intent 2022!**  
To: khushisingh7411@gmail.com <khushisingh7411@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPTH\_CD2022-3898

Dear Khushi Singh,

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:

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Principal

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Bangalore-560 057





264

## Mphasis\_Letter of Intent 2022!

1 message

**Mphasis - Campus Hiring** <campushires@mphasis.com>  
To: likhithag18@gmail.com <likhithag18@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Sun, 5 Dec 2021 at 10:44 am

Ref.No- MPHTH\_CD2022-3902

Dear Likhitha G,

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:

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Principal

**Sapthagiri College of Engineering**  
Chikmagalur, Hesaraghatta Road,  
Bangalore-560 057

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**Thanks and Regards**

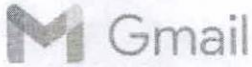
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Bangalore-560 057





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**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Suma Hiremath <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:22 PM

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From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:44 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: nithinsir2000@gmail.com <nithinsir2000@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3911

Dear Nithin R S,

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

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Principal

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Chikkasandra, Hesaraghatta Road,  
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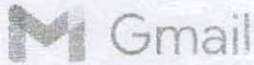
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**Thanks and Regards**

**Mphasis – Campus Team**

  
**Principal**  
**Sapthagiri College of Engineering**  
Chiklasandra, Hesaraghatta Road,  
Bangalore-560 057





Prateek J H &lt;prateekjh2110@gmail.com&gt;

**Mphasis\_Letter of Intent 2022!**

4 messages

**Mphasis - Campus Hiring** <campushires@mphasis.com>  
To: "prateekjh2110@gmail.com" <prateekjh2110@gmail.com>  
Cc: "suma.h@sapthagiri.edu.in" <suma.h@sapthagiri.edu.in>

Sun, Dec 5, 2021 at 10:44 AM

Ref.No- MPHTH\_CD2022-3913

Dear Prateek J H,

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

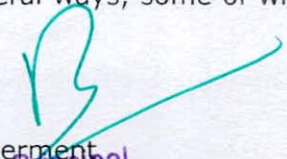
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Mon, Dec 6, 2021 at 3:15 PM

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From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:45 AM  
Subject: **Mphasis\_Letter of Intent 2022!**  
To: shashankdr4112000@gmail.com <shashankdr4112000@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3923

Dear Shashank D R,

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

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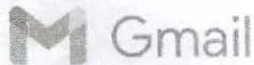


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**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Suma Hiremath <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:13 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:48 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: vandanagowda333@gmail.com <vandanagowda333@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3935

Dear Vandana G,

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

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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 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 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. 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

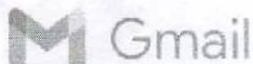
We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to [campushires@mphasis.com](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**

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





Sapthagiri College Of Engineering &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Varshini R <varshinir66921@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Dec 7, 2021 at 3:44 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021, 10:48 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: varshinir66921@gmail.com <varshinir66921@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3936

Dear Varshini 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 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 1<sup>st</sup> 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

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**Chikkasandra, Hosuraghatta Road,**  
**Bangalore-560 057**



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.
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**Thanks and Regards**

**Mphasis – Campus Team**



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Bangalore-560 057





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**Fwd: Mphasis\_Letter of Intent 2022!**

1 message

Suma Hiremath <suma.h@sapthagiri.edu.in>  
To: pradeep k <pradeep.k@sapthagiri.edu.in>  
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:13 PM

----- Forwarded message -----

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>  
Date: Sun, Dec 5, 2021 at 10:48 AM  
Subject: Mphasis\_Letter of Intent 2022!  
To: vishuuuvishal238@gmail.com <vishuuuvishal238@gmail.com>  
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH\_CD2022-3937

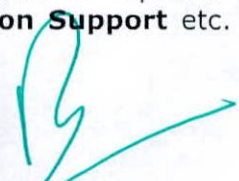
Dear Vishal N,

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

Greetings from Mphasis!!

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- 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.**
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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:

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**Thanks and Regards**

**Mphasis – Campus Team**

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



**HCL TECHNOLOGIES LTD.**

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

**OFFER & APPOINTMENT LETTER**

**Offer Release Date: September 14, 2022**

Dear Dhanushree L,  
No 101, 2nd Block,  
Juganahalli Rajajinagar,, Bengaluru,  
Karnataka, India, 560010

Dear Dhanushree L,

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 22, 2022** at 9:00 A.M at the following address **Client Location**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

**Annexure IV** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.



**HCL TECHNOLOGIES LTD.**

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

**OFFER & APPOINTMENT LETTER**

**Offer Release Date: August 9, 2022**

Dear Jashwanth V,  
No 45, 1st Cross, 1st Main, Lakshmi Devi Nagar,  
Nandinilayout, Bangalore North,, Bangalore,  
Karnataka, India, 560096

Dear Jashwanth V,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 11, 2022** at 9:00 A.M at the following address **BangaloreSEZ-Twr4-U11-11F (ODC3,4,6),12F**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

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

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

**Annexure IV** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.



Warm Welcome

16/12/2021

Ms Aishwarya Katare

Applicant ID : 287107

Building # 03 ,Girls Hostel,Saphagiri College of Enginerring chikkasandra, Banglore, 560057

**Sub: Letter of Appointment**

Dear Ms Aishwarya Katare

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :01 Aug 2022**

**Location: Bangalore**

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

**Total Compensation:** Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**).For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

**Saphagiri College of Engineering**  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057





SASKEN

Annexure 1

SALARY STACK UP SHEET

Ms Aishwarya Katare	
Salary Stack Up Sheet For Graduate Trainee	
Compensation Structure	Amount in INR
A.Fixed Pay	450000.00
A1. Basic	205764
A2. Flexible Benefits Pay	219544.00
A3. Statutory Bonus	0.00
A4. Employer Contribution of PF	24692.00
B. Variable Pay	50000.00
C. Gratuity	9893.00
D. CTC (= A+B+C)	509893.00

Note: Variable Payout will be based on the Company Variable Pay Plan policy.

Principal  
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Chikmagalur, Hesaraghatta Road,  
Bangalore-560 057



**Compensation Structure (Take home)**
**Ms Aishwarya Katare**

Components of Salary		Value in INR	
Earnings			
		Monthly	Annum
BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
I. EARNINGS			
A. Basic		17147	205764
B. Flexible Benefit Pay		18295.00	219544.00
i. House Rent Allowance			
ii. Conveyance Allowance			
iii. Medical Expenses Reimbursement			
iv. Leave Travel Allowance			
v. Children Education Allowance			
vi. Children Hostel Allowance			
vii. Refreshment Allowance			
viii. Hospitalization Reimbursement			
ix. Other Allowance			
x. Superannuation employer ( Max 15% of monthly gross)			
C. Statutory Bonus		0.00	0.00
D. Company Contribution of PF		2058.00	24692.00
F. Fixed pay (A+B+C+D)		37500.00	450000.00
G. Variable pay		4167.00	50000.00
H. Total Salary (F+G)		41667.00	500000.00
I. Gratuity		824.00	9893.00
K. CTC (H+I)		42491.00	509893.00
II. STANDARD DEDUCTION			
L. Employee contribution of PF		2058.00	24692.00
M. Professional Tax		200.00	2400.00
N.Total deduction (L+M)		2258.00	27092.00
O. Net Pay before Tax((A+B+C) - N))		33185.00	398217.00

**Note:**

Net pay before tax mentioned subject to:

1. Income Tax deduction.
2. Professional tax varies from State to State
3. Any other statutory deduction which is not mentioned above


  
**Principal**
**Sapthagiri College of Engineering**  
 Chiklasandra, Hesaraghatta Road,  
 Bangalore-560 057



Warm Welcome

15/12/2021

**Mr Nikhil M Kumar**

**Applicant ID : 287122**

**#70,Nikhil Nivas 2nd Cross Andanappa Layout Thammenahalli ,Bangalore-90**

**Sub: Letter of Appointment**

Dear **Mr Nikhil M Kumar**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :01 Aug 2022**

**Location: Bangalore**

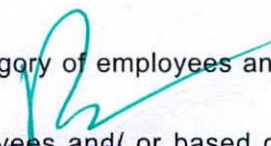
You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

**Total Compensation:** Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**).For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

  
Principal  
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Accident and Life Insurance coverage  
Bangalore-560 057



Annexure 1

SALARY STACK UP SHEET

Mr Nikhil M Kumar	
Salary Stack Up Sheet For Graduate Trainee	
Compensation Structure	Amount in INR
<b>A.Fixed Pay</b>	450000.00
<b>A1. Basic</b>	205764
<b>A2. Flexible Benefits Pay</b>	219544.00
<b>A3. Statutory Bonus</b>	0.00
<b>A4. Employer Contribution of PF</b>	24692.00
<b>B. Variable Pay</b>	50000.00
<b>C. Gratuity</b>	9893.00
<b>D. CTC (= A+B+C)</b>	509893.00


**Note: Variable Payout will be based on the Company Variable Pay Plan policy.**

  
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 Chikkasandra, Hesaraghatta Road,  
 Bangalore-560 057



**Compensation Structure (Take home)**
**Mr Nikhil M Kumar**

Components of Salary		Value in INR	
Earnings			
		Monthly	Annum
BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
I. EARNINGS			
A. Basic		17147	205764
B. Flexible Benefit Pay		18295.00	219544.00
i. House Rent Allowance			
ii. Conveyance Allowance			
iii. Medical Expenses Reimbursement			
iv. Leave Travel Allowance			
v. Children Education Allowance			
vi. Children Hostel Allowance			
vii. Refreshment Allowance			
viii. Hospitalization Reimbursement			
ix. Other Allowance			
x. Superannuation employer ( Max 15% of monthly gross)			
C. Statutory Bonus		0.00	0.00
D. Company Contribution of PF		2058.00	24692.00
F. Fixed pay (A+B+C+D)		37500.00	450000.00
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H. Total Salary (F+G)		41667.00	500000.00
I. Gratuity		824.00	9893.00
K. CTC (H+I)		42491.00	509893.00
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L. Employee contribution of PF		2058.00	24692.00
M. Professional Tax		200.00	2400.00
N.Total deduction (L+M)		2258.00	27092.00
O. Net Pay before Tax((A+B+C) - N))		33185.00	398217.00
Note: Net pay before tax mentioned subject to: 1. Income Tax deduction. 2. Professional tax varies from State to State 3. Any other statutory deduction which is not mentioned above			

  
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**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**



Warm Welcome

17/12/2021

**Mr PRAMODH N**

**Applicant ID : 287139**

**#35, Thandheya Neralu, Opposite to HMR School, Jyanajyothi Nagar, Bangalore 560056**

**Sub: Letter of Appointment**

Dear **Mr PRAMODH N**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :01 Aug 2022**

**Location: Bangalore**

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

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Annexure 1

SALARY STACK UP SHEET


<b>Mr PRAMODH N</b>	
<b>Salary Stack Up Sheet For Graduate Trainee</b>	
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**Principal**  
**Sapthagiri College of Engineering**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**



**Compensation Structure (Take home)**
**Mr PRAMODH N**

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		Monthly	Annum
BAND		Graduate Trainee	
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vii. Refreshment Allowance			
viii. Hospitalization Reimbursement			
ix. Other Allowance			
x. Superannuation employer ( Max 15% of monthly gross)			
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H. Total Salary (F+G)		41667.00	500000.00
I. Gratuity		824.00	9893.00
K. CTC (H+I)		42491.00	509893.00
II. STANDARD DEDUCTION			
L. Employee contribution of PF		2058.00	24692.00
M. Professional Tax		200.00	2400.00
N.Total deduction (L+M)		2258.00	27092.00
O. Net Pay before Tax((A+B+C) - N))		33185.00	398217.00
<div>Note:</div> <div>Net pay before tax mentioned subject to:</div> <div>1. Income Tax deduction.</div> <div>2. Professional tax varies from State to State</div> <div>3. Any other statutory deduction which is not mentioned above</div> <div> Principal Sri Chaitanya College of Engineering</div>			


**Principal**
**Opthagiri College of Engineering**  
 Chikkasandra, Hesaraghatta Road,  
 Bangalore-560 057



Warm Welcome

17/12/2021

Ms Shilpa A

Applicant ID : 287146

No. 145, 6th main, 1st cross, Prakruthi layout, Srikantapura, Anchepalya, Bangalore-560073

**Sub: Letter of Appointment**

Dear **Ms Shilpa A**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :01 Aug 2022**

**Location: Bangalore**

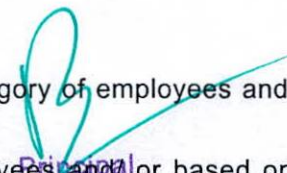
You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

**Total Compensation:** Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

  
Principal  
Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560057



Annexure 1

**SALARY STACK UP SHEET**

<b>Ms Shilpa A</b>	
<b>Salary Stack Up Sheet For Graduate Trainee</b>	
<b>Compensation Structure</b>	<b>Amount in INR</b>
<b>A.Fixed Pay</b>	450000.00
<b>A1. Basic</b>	205764
<b>A2. Flexible Benefits Pay</b>	219544.00
<b>A3. Statutory Bonus</b>	0.00
<b>A4. Employer Contribution of PF</b>	24692.00
<b>B. Variable Pay</b>	50000.00
<b>C. Gratuity</b>	9893.00
<b>D. CTC (= A+B+C)</b>	509893.00

**Note: Variable Payout will be based on the Company Variable Pay Plan policy.**

  
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 Chikmagalur, Hesaraghatta Road,  
 Bangalore-560 057



**Compensation Structure (Take home)**
**Ms Shilpa A**

Components of Salary		Value in INR	
Earnings			
		Monthly	Annum
BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
I. EARNINGS			
A. Basic		17147	205764
B. Flexible Benefit Pay		18295.00	219544.00
i. House Rent Allowance			
ii. Conveyance Allowance			
iii. Medical Expenses Reimbursement			
iv. Leave Travel Allowance			
v. Children Education Allowance			
vi. Children Hostel Allowance			
vii. Refreshment Allowance			
viii. Hospitalization Reimbursement			
ix. Other Allowance			
x. Superannuation employer ( Max 15% of monthly gross)			
C. Statutory Bonus		0.00	0.00
D. Company Contribution of PF		2058.00	24692.00
F. Fixed pay (A+B+C+D)		37500.00	450000.00
G. Variable pay		4167.00	50000.00
H. Total Salary (F+G)		41667.00	500000.00
I. Gratuity		824.00	9893.00
K. CTC (H+I)		42491.00	509893.00
II. STANDARD DEDUCTION			
L. Employee contribution of PF		2058.00	24692.00
M. Professional Tax		200.00	2400.00
N.Total deduction (L+M)		2258.00	27092.00
O. Net Pay before Tax((A+B+C) - N))		33185.00	398217.00
Note: Net pay before tax mentioned subject to: 1. Income Tax deduction. 2. Professional tax varies from State to State 3. Any other statutory deduction which is not mentioned above			


  
Principal

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Chiklasandra, Hesaraghatta Road,  
Bangalore-560 057



Warm Welcome

15/12/2021

**Ms SHILPASHREE SR**

**Applicant ID : 287123**

**#74/1, Lakshmi Venkateshwara Swami nilaya, 2nd cross, Balaji layout, Kariobanahalli, Andrali main r**

**Sub: Letter of Appointment**

Dear **Ms SHILPASHREE SR**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :01 Aug 2022**

**Location: Bangalore**

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

**Total Compensation:** Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage



Annexure 1

**SALARY STACK UP SHEET**

<b>Ms SHILPASHREE SR</b>	
<b>Salary Stack Up Sheet For Graduate Trainee</b>	
<b>Compensation Structure</b>	<b>Amount in INR</b>
<b>A.Fixed Pay</b>	450000.00
<b>A1. Basic</b>	205764
<b>A2. Flexible Benefits Pay</b>	219544.00
<b>A3. Statutory Bonus</b>	0.00
<b>A4. Employer Contribution of PF</b>	24692.00
<b>B. Variable Pay</b>	50000.00
<b>C. Gratuity</b>	9893.00
<b>D. CTC (= A+B+C)</b>	509893.00


**Note: Variable Payout will be based on the Company Variable Pay Plan policy.**

  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikmagalur, Hesaraghatta Road,**  
**Bangalore-560 057**



**Compensation Structure (Take home)**
**Ms SHILPASHREE SR**

Components of Salary		Value in INR	
Earnings			
		Monthly	Annum
BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
I. EARNINGS			
A. Basic		17147	205764
B. Flexible Benefit Pay		18295.00	219544.00
i. House Rent Allowance			
ii. Conveyance Allowance			
iii. Medical Expenses Reimbursement			
iv. Leave Travel Allowance			
v. Children Education Allowance			
vi. Children Hostel Allowance			
vii. Refreshment Allowance			
viii. Hospitalization Reimbursement			
ix. Other Allowance			
x. Superannuation employer ( Max 15% of monthly gross)			
C. Statutory Bonus		0.00	0.00
D. Company Contribution of PF		2058.00	24692.00
F. Fixed pay (A+B+C+D)		37500.00	450000.00
G. Variable pay		4167.00	50000.00
H. Total Salary (F+G)		41667.00	500000.00
I. Gratuity		824.00	9893.00
K. CTC (H+I)		42491.00	509893.00
II. STANDARD DEDUCTION			
L. Employee contribution of PF		2058.00	24692.00
M. Professional Tax		200.00	2400.00
N.Total deduction (L+M)		2258.00	27092.00
O. Net Pay before Tax((A+B+C) - N))		33185.00	398217.00
Note: Net pay before tax mentioned subject to: 1. Income Tax deduction. 2. Professional tax varies from State to State 3. Any other statutory deduction which is not mentioned above			

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



Warm Welcome

17/12/2021

Mr Vikas BS

Applicant ID : 287135

#35/A, 8th Cross 4th Main Jai Maruthi Nagara, Nandini Layout, Bangalore 560096

**Sub: Letter of Appointment**

Dear **Mr Vikas BS**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as '**Sasken**' or the '**Company**' as the context may require), on the following terms and conditions:

**Designation: ASSOCIATE SOFTWARE ENGINEER**

**Band: Graduate Trainee**

**Date of Joining :01 Aug 2022**

**Location: Bangalore**

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

**Total Compensation:** Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet (**Annexure-1**). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

**Other Benefits:** You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

  
Principal  
Santhagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560071



Annexure 1

SALARY STACK UP SHEET

Mr Vikas BS	
Salary Stack Up Sheet For Graduate Trainee	
Compensation Structure	Amount in INR
<b>A.Fixed Pay</b>	450000.00
<b>A1. Basic</b>	205764
<b>A2. Flexible Benefits Pay</b>	219544.00
<b>A3. Statutory Bonus</b>	0.00
<b>A4. Employer Contribution of PF</b>	24692.00
<b>B. Variable Pay</b>	50000.00
<b>C. Gratuity</b>	9893.00
<b>D. CTC (= A+B+C)</b>	509893.00

**Note: Variable Payout will be based on the Company Variable Pay Plan policy.**

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



**Compensation Structure (Take home)**
**Mr Vikas BS**

Components of Salary		Value in INR	
Earnings			
		Monthly	Annum
BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
I. EARNINGS			
A. Basic		17147	205764
B. Flexible Benefit Pay		18295.00	219544.00
i. House Rent Allowance			
ii. Conveyance Allowance			
iii. Medical Expenses Reimbursement			
iv. Leave Travel Allowance			
v. Children Education Allowance			
vi. Children Hostel Allowance			
vii. Refreshment Allowance			
viii. Hospitalization Reimbursement			
ix. Other Allowance			
x. Superannuation employer ( Max 15% of monthly gross)			
C. Statutory Bonus		0.00	0.00
D. Company Contribution of PF		2058.00	24692.00
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O. Net Pay before Tax((A+B+C) - N))		33185.00	398217.00

**Note:**

Net pay before tax mentioned subject to:

1. Income Tax deduction.
2. Professional tax varies from State to State
3. Any other statutory deduction which is not mentioned above


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



## INTERNSHIP LETTER

Sub: INTERNSHIP Letter ("Agreement")

Dear Preksha Prakash,

Congratulations! With reference to your application and the subsequent interview you had with us, we are pleased to offer you an internship opportunity at **InterviewBit Software Services Pvt Ltd** (the "**Company**"). You will be joining our Business Development as "Business Development Trainee".

The proposed period of your internship at InterviewBit Software Services Pvt Ltd is from 4 Jan, 2022 to 4 Apr, 2022 on the following terms and conditions. At this point in time you are required to commence your internship from Bengaluru.

### 1. Internship

- 1.1. Your internship will be effective upon your signing & acceptance of this letter.
- 1.2. As an intern, you will not be a full time employee. Therefore, you are only eligible for a stipend. In addition, You understand that participation in the internship program is not an offer of employment and successful completion of the internship does not entitle you to employment with the Company. However, during your course of internship, the company can extend your internship to a full time role, based on the role's availability, skillset match & mutual interest for the same.
- 1.3. This letter and your internship are contingent upon the satisfactory completion of background, reference checks and immigration related approval, if any. Your internship is based upon the information and declarations provided by you.
- 1.4. If at any time we determine that the information provided is false or misleading or that you have concealed information, the Company may withdraw its offer and/or terminate your internship immediately.
- 1.5. Upon signing this agreement, you represent and warrant that you have and shall comply with all applicable laws of India and are free to enter into this Agreement and that you will comply with all terms and conditions contained in this agreement and that the conditions contained herein are not in conflict with the provisions of any other contract and/or agreement to which you are a party or by which you are bound.
- 1.6. You have represented to us, and you will be interning with us, on the basis that, to the best of your knowledge, you have no restrictions or commitments to former employers or other entities which would in any way affect or hinder your rendering the services to the Company or that would restrict you from joining the Company.
- 1.7. Your job responsibilities will be assigned to you by your reporting manager from time to time. The designation, reporting and the job responsibilities are subject to review by the management from time to time. You shall perform and discharge faithfully and to the best of your ability the duties, which may be assigned to you from time to time by the Company and shall report to your manager in connection with such responsibilities. You will devote your full working time, energy and attention exclusively to the duties entrusted to you and you shall not engage



the above, only the courts in Bangalore, India, shall have jurisdiction to try any disputes in relation to this letter and any consequent matters.

Yours sincerely,

Anshuman Singh

  
Signature

Co-founder, InterviewBit Software Services Private Limited

## Confirmation and Acceptance

I \_\_\_\_\_, hereby accept to be a part of **InterviewBit Software Services Private Limited** and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

\_\_\_\_\_  
Signature

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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



**ANNEXURE 1: COMPENSATION DETAILS**

	Monthly (in INR)
Stipend	Rs. <u>25,000</u> /- per month


**Confirmation and Acceptance**

I, \_\_\_\_\_, hereby accept to be a part of InterviewBit Software Services Pvt Ltd and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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



## INTERNSHIP LETTER

Sub: INTERNSHIP Letter ("Agreement")

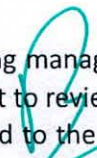
Dear Sakshi Pai B,

Congratulations! With reference to your application and the subsequent interview you had with us, we are pleased to offer you an internship opportunity at **InterviewBit Software Services Pvt Ltd** (the "**Company**"). You will be joining our Business Development as "Business Development Trainee".

The proposed period of your internship at InterviewBit Software Services Pvt Ltd is from 4 Jan, 2022 to 4 Apr, 2022 on the following terms and conditions. At this point in time you are required to commence your internship from Bengaluru.

### 1. Internship

- 1.1. Your internship will be effective upon your signing & acceptance of this letter.
- 1.2. As an intern, you will not be a full time employee. Therefore, you are only eligible for a stipend. In addition, You understand that participation in the internship program is not an offer of employment and successful completion of the internship does not entitle you to employment with the Company. However, during your course of internship, the company can extend your internship to a full time role, based on the role's availability, skillset match & mutual interest for the same.
- 1.3. This letter and your internship are contingent upon the satisfactory completion of background, reference checks and immigration related approval, if any. Your internship is based upon the information and declarations provided by you.
- 1.4. If at any time we determine that the information provided is false or misleading or that you have concealed information, the Company may withdraw its offer and/or terminate your internship immediately.
- 1.5. Upon signing this agreement, you represent and warrant that you have and shall comply with all applicable laws of India and are free to enter into this Agreement and that you will comply with all terms and conditions contained in this agreement and that the conditions contained herein are not in conflict with the provisions of any other contract and/or agreement to which you are a party or by which you are bound.
- 1.6. You have represented to us, and you will be interning with us, on the basis that, to the best of your knowledge, you have no restrictions or commitments to former employers or other entities which would in any way affect or hinder your rendering the services to the Company or that would restrict you from joining the Company.
- 1.7. Your job responsibilities will be assigned to you by your reporting manager from time to time. The designation, reporting and the job responsibilities are subject to review by the management from time to time. You shall perform and discharge faithfully and to the best of your ability the duties, which may be assigned to you from time to time by the Company and shall report to your manager in connection with such responsibilities. You will devote your full working time, energy and attention exclusively to the duties entrusted to you, and you shall not engage

  
Capt. Jay. V. Patil  
Magarpatta Road,  
Bengaluru-560 057





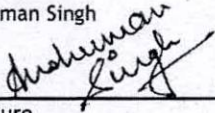
By InterviewBit

InterviewBit Software Services Pvt. Ltd.  
(Earlier referred to as InterviewBit Software Services LLP)  
CIN: U74999PN2021PTC201351  
HD-005, We Work Futura, Sr No 133 (P),  
CTS No 4914, Magarpatta Road, Kirtane Baugh,  
Magarpatta, Hadapsar, Pune, Maharashtra - 411028.

the above, only the courts in Bangalore, India, shall have jurisdiction to try any disputes in relation to this letter and any consequent matters.

Yours sincerely,

Anshuman Singh

  
Signature

Co-founder, InterviewBit Software Services Private Limited

#### Confirmation and Acceptance

I \_\_\_\_\_, hereby accept to be a part of **InterviewBit Software Services Private Limited** and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

\_\_\_\_\_  
Signature

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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



## ANNEXURE 1: COMPENSATION DETAILS

	Monthly (in INR)
Stipend	Rs. <u>25,000</u> /- per month

### Confirmation and Acceptance

I, \_\_\_\_\_, hereby accept to be a part of InterviewBit Software Services Pvt Ltd and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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



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

**NTT DATA**  
 Services

**February 10, 2022**

**CHETAN B A**

**SAPATHAGIRI COLLEGE OF ENGINEERING**

Dear CHETAN

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** 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 continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

You will . 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 INR. **350000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. 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 intent of offer. 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**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**

Confidential



**NTT DATA Global Delivery Services Private Limited**  
Block 2, 2<sup>nd</sup> 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](mailto: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**  
**DIRECTOR - TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **February 12, 2022** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: \_\_\_\_\_

DocuSigned by:

*CHETAN B A*

19240F135CP4416  
**CHETAN B A**

Date: 11/02/2022

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

Confidential



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

**NTT DATA**  
Services

### DECLARATION

I, **CHETAN B A** S/o, D/O, W/O Ashok B, having permanent address  
at #140/1 10thcross AYR Layout Shettyhalli bangalore-560015 do hereby acknowledge,  
represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred  
to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof,  
deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will  
be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
3. My willingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and interests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.

I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

SIGNATURE:   
19248E139CF4416...

NAME: CHETAN B A

DATE: 11/02/2022

PLACE: Bangalore

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



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**NTT DATA**  
Services

**February 10, 2022**

**POOJITHA S B**

**SAPTHAGIRI COLLEGE OF ENGINEERING**

Dear POOJITHA

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** 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 continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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) Probation period of six (6) months from the date of joining.

You will . 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 INR. **350000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. 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 intent of offer. 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**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**

Confidential



**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

**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](mailto: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**  
**DIRECTOR - TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **February 12, 2022** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: \_\_\_\_\_

DocuSigned by:  
*Poojitha S B*  
4256272481544417  
**POOJITHA S B**

February 12, 2022

Date: \_\_\_\_\_

*[Handwritten Signature]*

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



## DECLARATION

I, **POOJITHA S B** S/o, D/O, W/O BASAVARAJAIAH S G, having permanent address  
at Sri Basaveshwara Nilaya, opposite to Manasa school, NES extension, Magadi town, Ramanagar  
do hereby acknowledge,

represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/ project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
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I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and consent, no part of it is false and nothing material has been concealed therein and I am solely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

SIGNATURE: Poojitha S.B  
42567216154A417...

NAME: POOJITHA S B

DATE: February 12, 2022

PLACE: Bangalore

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



**NTT DATA Global Delivery Services Private Limited**  
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**NTT DATA**  
Services

**February 10, 2022**

**SHREYAS S**

**SAPTHAGIRI COLLEGE OF ENGINEERING**

Dear SHREYAS

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** 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 continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade **5** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, 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.

Please note that the 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.
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- c) Probation period of six (6) months from the date of joining.

You will . 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 INR. **350000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. 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 intent of offer. 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**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**

Confidential



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Plot No. 123, EPIP Phase II, Whitefield Industrial Area

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**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.

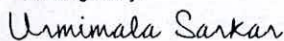
1. Certificates & mark sheets supporting your educational qualifications:
  - a. Xth Certificate and mark sheet
  - b. XIIth Certificate and mark sheet
  - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each 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](mailto: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****DIRECTOR - TALENT ACQUISITION**

We request you to please read and sign the enclosed copy of this letter and return it by **February 12, 2022** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

DocuSigned by:

Signature: **SHREYAS S**

13/02/2022

Date: \_\_\_\_\_

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

Confidential



## DECLARATION

I, **SHREYAS S** S/o, D/O, W/O Shankara B, having permanent address  
at #12, 5th cross Basaveswara layout, Andrahalli, Bangalore-560091 do hereby acknowledge,  
represent and confirm to NTT DATA Global Delivery Services Private Limited, (hereinafter referred  
to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof,  
deemed to mean and include its successors, affiliates, sister concerns and assigns) that my offer will  
be subject to:

1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
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SIGNATURE: 

NAME: SHREYAS S

DATE: 13/02/2022

PLACE: Bangalore

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



**HCL TECHNOLOGIES LTD.**

Corporate Identity Number: L74140DL1991PLD046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

**OFFER & APPOINTMENT LETTER**

**Offer Release Date: July 28, 2022**

**Dear Poojitha S B,**  
**Sri Basaveshwara Nilaya, opposite to Manasa school**  
**Magadi town, Ramanagar,**  
**Karnataka, India, 562120**

**Dear Poojitha S B,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 1, 2022** at 9:00 A.M at the following address **BengaluruSEZ-Tower2-GF**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Our Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 425000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

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

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.



**CONFIDENTIAL – OFFER OF EMPLOYMENT****Arathi****14th February 2022**

Dear Arathi,

**Accolite Digital India Private Limited** is pleased to extend you an offer for a full-time employment position as **Software Engineer**. Your annual CTC will be **INR 5,00,000/-** and we would like to have you begin working with us **any time before 18<sup>th</sup> July 2022 or on a mutually agreed upon date.**

Please see the employment terms and conditions noted in this letter and the annexure for details related to your compensation structure. Once you have reviewed the letter in full, please sign each page of this letter in acceptance of the employment terms and conditions.

We very much look forward to welcoming you to Accolite.

Warm regards,

**Milind Mutalik**  
**Chief People Officer**  
**Accolite Digital India Pvt. Ltd**

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

Signature





Accolite Digital India Private Limited, (Hereinafter, "Accolite")

**Employment Terms and Conditions**

**1. Compensation and Benefits:**

Your annual fixed compensation would be **INR 4,43,896/-**. The fixed compensation would comprise Basic, House Rent Allowance, Conveyance, Special Allowance & Flexible Benefits (Refer Annexure).

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc.

**A. Variable Pay:** Additionally, based on your performance and/or other business metrics which may be notified to you from time to time in accordance with the applicable appraisal and performance review policy and rules, you may be entitled to a variable pay which will be paid out to you on an annual basis in sync with our performance appraisal cycle (April-March). variable pay-out can range from 0% (INR 0) to 12% (**INR 26,634/-**) of annualized basic salary.

The variable pay is not guaranteed. You, hereby acknowledge variable pay is payable only upon achievement of the said performance and/or business metrics and therefore the management enjoys an absolute right in the matters of awarding the variable pay. You are eligible for variable pay if you are in continuous service with Accolite for a minimum period of six (6) months and remain an active employee on the date this payment is made. In the event, you decide to separate from Accolite or serving your notice period, before this variable pay is paid out, you would not be eligible to receive the variable pay.

**B. Tenure Bonus:** You will be entitled for a tenure bonus of **INR 2,00,000**. This tenure bonus will be paid to you in five equal installments, starting **31st December 2022**. The pay-out cycle is as below:

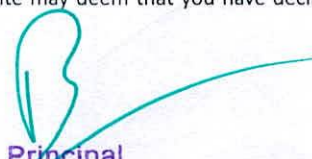
Payment Month and Year	Amount
December 2022	INR 40,000/-
June 2023	INR 40,000/-
December 2023	INR 40,000/-
June 2024	INR 40,000/-
December 2024	INR 40,000/-

In the event that you resign and separate from Accolite within two years of the date of payment of the first instalment of the tenure bonus, you shall be liable to repay to Accolite the full amount that Accolite has paid as your tenure bonus and also it shall be deemed that you forego the rest of the tenure bonus that would have accrued to you otherwise.

Your compensation is subject to Tax deductions by Accolite as per the prevailing income tax regulations. In addition to your Compensation, you are entitled to other benefits in accordance with prevailing benefit policies. These would include Privilege Leave, Casual Leave, Gratuity, Medical & Personal Accident Insurance etc.

**2. Date of Joining:**

If you accept this offer before the stipulated date you must report on duty and commence your job on the mutually agreed upon date. In case you do not report on the agreed upon date, Accolite may deem that you have declined this offer.

Signature   
**Principal**  
**Sapthagiri College of Engineering**  
**Chikrasandra, Hesaraghatta Road,**  
**Bangalore-560 057**





ANNEXURE - COMPENSATION STRUCTURE	
<b>Monthly Components</b>	
Basic salary	INR 18,496
House Rent Allowance	INR 7,398
Special Allowance	INR 5,131
Flexible Basket	INR 4,167
<b>Total Gross Monthly Cost (A)</b>	<b>INR 35,191</b>
<b>Total Gross Monthly Cost - Annualized (B)</b>	<b>INR 4,22,296</b>

<b>Annual Components</b>	
Provident fund	INR 21,600
Health Insurance Premium	INR 18,475
Personal Accident Insurance Premium	INR 320
Gratuity	INR 10,676
<b>Total: Annual (C)</b>	<b>INR 51,071</b>

<b>Other Components</b>	
Variable Pay	INR 26,634
<b>Total - Other Components (D)</b>	<b>INR 26,634</b>

<b>Total Annual Cost to Company (B)+(C)+(D)</b>	<b>INR 5,00,000</b>
---	---------------------

<b>SOCIAL SECURITY &amp; HEALTH BENEFITS [As Per Schemes]</b>	
Hospitalization cost / Reimbursement Limit	INR 3,00,000
Personal Accident Insurance Coverage	INR 10,00,000

<b>ANNUAL FLEXIBLE BASKET COMPONENTS - Not to Exceed</b>	<b>INR 50,000</b>
Food Coupons	INR 26,400
Children Education Allowance	INR 2,400
Leave Travel Allowance	INR 36,991
Fuel Reimbursement and Car Maintenance Charges	INR 39,600
Telephone and Internet Bills Reimbursement	INR 36,000


*Employee has an option to avail all, some or none of the flexible basket various components.*

*Based on the Individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as special allowance.*

*Please check with HR team for more details.*

**Note:**

TDS deduction done based on savings document submission

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



31-05-2022

**Ref: SSL/HR /APPT**

**Vaishnavi P B**

#08

Ganapathi nagar

KAR AKA, Bangalore, 560090

**Dear Vaishnavi P B**

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:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
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.

  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikkesandra, Hesaraghatta Road.**  
**Bangalore-560 057**



(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.

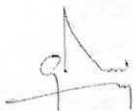
(v) You are required to undergo a medical examination by a Registered Medical Practitioner and the report would need to be filled as per the enclosed format. This offer is subject to you being found medically fit. However, the Company reserves the right to send you for a medical check up at any time 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 Limited  
Christopher George Pereira



Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : \_\_\_\_\_

Date : 31-05-2022

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.

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





SONATA SOFTWARE LIMITED



## Salary Annexure

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	160000	13333
HRA	128000	10667
Conveyance Allowance	16000	1333
Advance Bonus	40000	3333
Supplementary Allowance	26060	2172
<b>Gross Ctc</b>	<b>370060</b>	<b>30838</b>
Provident Fund	21600	
Gratuity	8340	
<b>Cost To Company</b>	<b>400000</b>	
Mediclaim Insurance	11400	
<b>Total Cost To Company</b>	<b>411400</b>	

1. Provident Fund is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 4 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. 10 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.*

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





SONATA SOFTWARE LIMITED



CMMIDEV/AS

30-05-2022

Ref: SSL/HR /APPT

Sharath Kumar B G

#55

2nd main, 2nd cross, lakshmi devi nagar, nandhini layout post

Karimnagar, Bangalore, 560096

Dear Sharath Kumar B G

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:** Digital Engineer Trainee
2. **Grade:** ETG
3. **Date of Commencement:** Will be informed later
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.

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





SONATA SOFTWARE LIMITED



CMMI DEV/5

(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 serves 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 Limited  
Christopher George Pereira

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : \_\_\_\_\_

Date : 30-05-2022

Encl:

- Salary Annexure
- Checklist of Documents for Joining.
- Medical Examination Report format.

Principal  
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Bangalore-560 057





SONATA SOFTWARE LIMITED



## Salary Annexure

SALARY COMPUTATION		
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Advance Bonus	40000	3333
Supplementary Allowance	26060	2172
<b>Gross Ctc</b>	<b>370060</b>	<b>30838</b>
Provident Fund	21600	
Gratuity	8340	
<b>Cost To Company</b>	<b>400000</b>	
Mediclaim Insurance	11400	
<b>Total Cost To Company</b>	<b>411400</b>	

1. This is the Employer's contribution towards Provident Fund. There will be an equal deduction of monthly PF amount from the employee's side as per the Employee Provident Fund Organization rule. This is a savings scheme for employees mandated by the government.
2. Hospitalization Insurance Cover of Rs. 4 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. 10 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.*

Principal  
Sapthagiri College of Engineering  
Chikmagalur, Hesaraghatta Road.  
Bangalore-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**

31-Jan-2022

### Sub: Offer of Employment

Dear Geetha N P,

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 - Product Development** 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 receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 MAR 2022.**
- 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.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- 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

Onkarsandra, Hosanghatti Road,

Bangalore-560 057.

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Telecast Corporation India Pvt. Ltd.

CIN: U72200KA2002PTC030427. 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*  
*Chikmagalur College of Engineering*  
*Chikmagalur, Hesaraghatta Road,*  
*Bangalore-560 067*

**CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES**



**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**

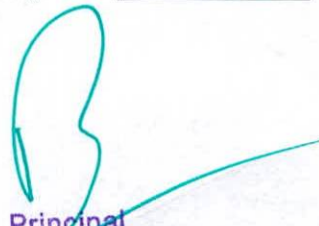
I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

**Signature:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Expected date of joining:** \_\_\_\_\_

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

**Annexure 2: Compensation Break-Up Detail**

**CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES**



<b>Name:</b>	Geetha N P
<b>Designation:</b>	Associate Engineer - Product Development
<b>Grade:</b>	9A

<b>Gross Salary</b>	500,000
<b>Base Salary</b>	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
<b>Fixed Salary – (A)</b>	<b>466,380</b>	<b>38,865</b>
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
<b>Statutory Benefits – (B)</b>	<b>33,620</b>	<b>2,802</b>
Base Compensation	500,000	41,667
<b>Gross Salary – (A+B)</b>	<b>500,000</b>	

#### Pre-tax Take Home

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

#### Note:

- Taxes are applicable as per statutory rules.
- 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.
- Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".

**For Harman Connected Services Corporation India Pvt. Ltd**

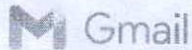
**Subhajit Ghosh**  
Senior Manager, Talent Acquisition

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

**CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES**

Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC030427. Web site: www.harman.com





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

2 messages

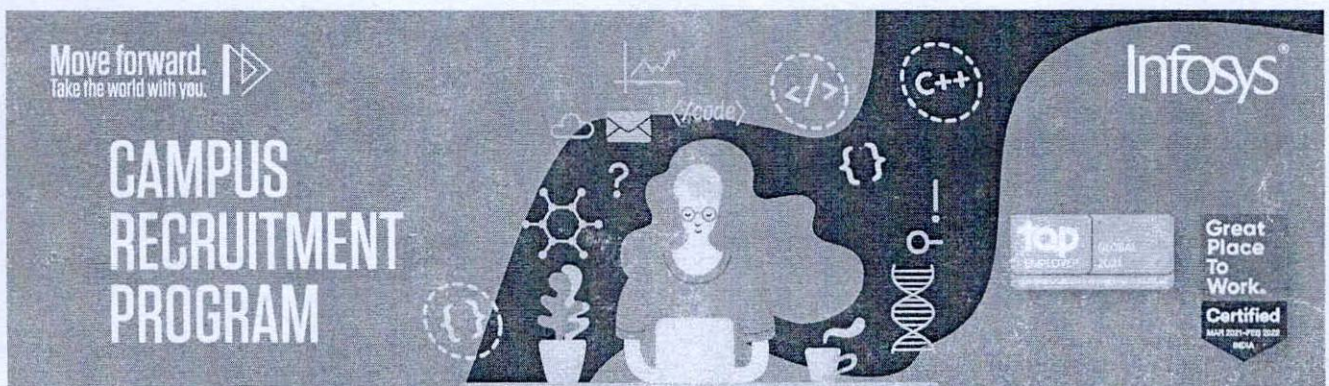
Ashwini Gowda <ashwinibn3@icloud.com>  
To: sapthagiriplacements@gmail.com

Tue, Jun 14, 2022 at 2:23 PM

Sent from my iPhone

Begin forwarded message:

**From:** Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
**Date:** 31 May 2022 at 6:16:48 PM IST  
**To:** Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
**Subject:** Infosys Campus Recruitment Program: Congratulations, you have a job offer



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

  
Principal  
Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-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**

05-Feb-2022

### Sub: Offer of Employment

Dear POOJA G 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 - Product Development** 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 receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **21 MAR 2022.**
- 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.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- 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.

**Sapthagiri College of Engineering**  
Chennai - 600 077  
Bangalore-560 057

**CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES**

Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.

CIN: U72200KA2002PTC000427. Web site: www.harman.com



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

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**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**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**

**CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES**

Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC030427. Web site: [www.harman.com](http://www.harman.com)



**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:** \_\_\_\_\_



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

**CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES**

Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002FTC030427. Web site: [www.harman.com](http://www.harman.com)



## Annexure 2: Compensation Break-Up Detail

<b>Name:</b>	Ms POOJA G D
<b>Designation:</b>	Associate Engineer - Product Development
<b>Grade:</b>	9A
<b>Gross Salary</b>	500,000
<b>Base Salary</b>	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
<b>Fixed Salary – (A)</b>	<b>466,380</b>	<b>38,865</b>
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
<b>Statutory Benefits – (B)</b>	<b>33,620</b>	<b>2,802</b>
Base Compensation	500,000	41,667
<b>Gross Salary – (A+B)</b>	<b>500,000</b>	

### Pre-tax Take Home

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

### Note:

- Taxes are applicable as per statutory rules.
- 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.
- 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  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC000427. Web site: www.harman.com



Date: 25<sup>th</sup> June 2022

Ref. No: Continental/TCI/2022

Bharath K  
Bangalore

### Offer Cum Appointment Letter

Dear Mr. **Bharath K,**

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T  
Designation : Trainee (GET)  
Work Location : Bangalore  
BU : HEAT CE

**1. Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR.6,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

**2. Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

**3. Service Agreement**

This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

**4. Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

Continental Automotive Components (India) Private Limited  
Technical Center India, Sattva South Gate Tech Park,  
Plot No 01, Veerasandra Industrial Area, Sy No. 17, 18, 19 & 20  
Hosur Main Road, Attibele Hobli, Anekal Taluk  
Bangalore 560 100

Phone +91 80 6679 1300  
Corporate Identity No.U72900KA2007PTC043148  
www.continental-corporation.com  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**

Regd. Office: Plot No.53B, Bommasandra Industrial Area, Hosur Road, Attibele Hobli, Anekal Taluk, Bangalore -560099, India



Letter of Appointment

Mar 10, 2022

Lavanya R  
#144, 3<sup>rd</sup> Cross MEI colony  
Laggere Bangalore - 560058

Dear Ms. Lavanya R,

This has reference to the interview you had with us.

I am pleased to offer you the position of Trainee Software Engineer in our organization.

On joining the company, you shall report to **Mr. Sangamesh Biradar**, the QA Lead.

You will be on probation for an initial period of 6 months starting from **Mar 2022**. On satisfactory completion of probation, your employment will be confirmed. In case your performance is not up to the mark the company may terminate your employment or extend the probation period.

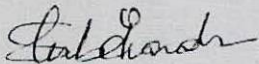
During the probation period you will get a stipend of Rs.15,000 per month (Rupees Fifteen Thousand Only).

Your training and employment with the company is subject to **Terms and Conditions Annexure 1** attached to this employment letter.

The company will provide sufficient opportunities for you to acquire knowledge and skills and thereby contribute towards your own development and the development of the company.

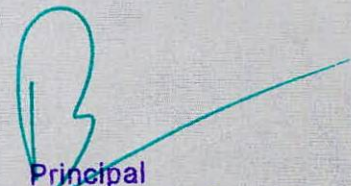
I wish you all the best.

For QSG Technologies Pvt Limited



Sangamesh Biradar

Lavanya .R



Principal  
Sapthagiri College of Engineering  
Chikabandra, Hesaraghatta Road,  
Bangalore-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**

7-Feb-2022

### Sub: Offer of Employment

Dear SHREYA 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 - Product Development** 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 receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **7 Apr 2022.**
- 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.)
- This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before October 1, 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.
- 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  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Digital Corporation India Pvt. Ltd.

CIN: U72100KA2002PTC030427. 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.

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC030427. Web site: [www.harman.com](http://www.harman.com)



**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:** \_\_\_\_\_

  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikmagalur, Hesaraghatta Road,**  
**Bangalore-560 057**

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC030427. Web site: [www.harman.com](http://www.harman.com)



## Annexure 2: Compensation Break-Up Detail

<b>Name:</b>	SHREYA S
<b>Designation:</b>	Associate Engineer - Product Development
<b>Grade:</b>	9A
<b>Gross Salary</b>	500,000
<b>Base Salary</b>	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
<b>Fixed Salary – (A)</b>	<b>466,380</b>	<b>38,865</b>
PF - Employer's contribution	24,000	2,000
Gratuity	9,620	802
<b>Statutory Benefits – (B)</b>	<b>33,620</b>	<b>2,802</b>
Base Compensation	500,000	41,667
<b>Gross Salary – (A+B)</b>	<b>500,000</b>	

### Pre-tax Take Home

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

### Note:

- Taxes are applicable as per statutory rules.
- 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.
- 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  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057

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Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.  
CIN: U72200KA2002PTC030427. Web site: www.harman.com



OL No: SKLR6703

16 March 2022

Attach / Paste  
Your Photo Here

Dear Ashutosh Yadav,

We congratulate you for being selected as Business Development Trainee at **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title : **Business Development Trainee**  
Training Date : **25 March 2022 to 3 April 2022 (Unpaid)**  
OJT Start Date : **4 April 2022**  
OJT End Date : **3 October 2022**

**COMPENSATION:** *(Subject to statutory deductions)*

Stipend : **INR 15,000 Per Month + INR 12,000 as incentives**  
Target : **220000 INR per month.**

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to [hr@skolar.in](mailto:hr@skolar.in) within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

**Working Hours** : 9 Hours a day *(Inc. Lunch Break)*.**Job Type** : Full Time Training.**Location** : Bangalore.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **25 March 2022**.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

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



OL No: SKLR6721

16 March 2022

Attach / Paste  
Your Photo Here

Dear DEVANKIT,

We congratulate you for being selected as Business Development Trainee at **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title : **Business Development Trainee**  
Training Date : **25 March 2022 to 3 April 2022 (Unpaid)**  
OJT Start Date : **4 April 2022**  
OJT End Date : **3 October 2022**

**COMPENSATION:** *(Subject to statutory deductions)*

Stipend : **INR 15,000 Per Month + INR 12,000 as incentives**  
Target : **220000 INR per month.**

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to [hr@skolar.in](mailto:hr@skolar.in) within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

**Working Hours** : 9 Hours a day *(Inc. Lunch Break)*.**Job Type** : Full Time Training.**Location** : Bangalore.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **25 March 2022**.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

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





Letter of Intent

June 20, 2022

ANAND V

Sapthagiri College of Engineering, Bangalore

Dear ANAND V,

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

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. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

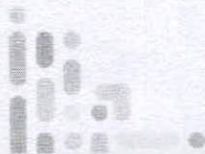
You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur  
Vice President, Recruitment-India & APAC



**HEXAWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, A Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500  
(CIN): L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)

Principal

Sapthagiri College of Engineering  
Chikmagalur, Hesaraghatta Road,  
Bangalore-560 057



OL No: SKLR6728

16 March 2022

Attach / Paste  
Your Photo Here

Dear Shashank S,

We congratulate you for being selected as Business Development Trainee at **SKLR EDTECH PVT LTD**  
“At will basis” which can be extended. Please find the following confirmation of your Training :

Title : **Business Development Trainee**  
Training Date : **25 March 2022 to 3 April 2022 (Unpaid)**  
OJT Start Date : **4 April 2022**  
OJT End Date : **3 October 2022**

**COMPENSATION:** *(Subject to statutory deductions)*

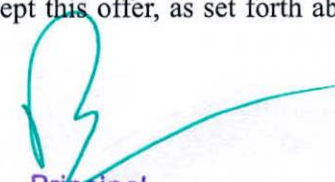
Stipend : **INR 15,000** Per Month + **INR 12,000** as incentives  
Target : **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to [hr@skolar.in](mailto:hr@skolar.in) within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

**Working Hours** : 9 Hours a day *(Inc. Lunch Break)*.**Job Type** : Full Time Training.**Location** : Bangalore.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **25 March 2022**.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

  
Principal  
DATE: \_\_\_\_\_  
Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057





Date: 23-July-2022

Ref. No: Continental/TCI/2022

SAIKRISHNA M  
Bangalore

### Offer Cum Appointment Letter

Dear Mr. **SAIKRISHNA M,**

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Automotive Components (India) Private Limited, as per the below terms and conditions

Grade : CG 8T  
Designation : Trainee (GET)  
Work Location : Bangalore  
BU : AM CE ENG

**1. Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR.6,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

**2. Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

**3. Service Agreement**

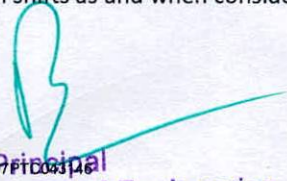
This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

**4. Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

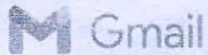
Continental Automotive Components (India) Private Limited  
Technical Center India, Sattva South Gate Tech Park,  
Plot No 01, Veerasandra Industrial Area, Sy No. 17, 18, 19 & 20  
Hosur Main Road, Attibele Hobli, Anekal Taluk  
Bangalore 560 100

Phone +91 80 6679 1300  
Corporate Identity No.U72900KA2007PTC09346  
www.continental-corporation.com

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

Regd. Office: Plot No.53B, Bommasandra Industrial Area, Hosur Road, Attibele Hobli, Anekal Taluk, Bangalore -560099, India





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

**1SG18EC082 Rakshitha.S.Acharya** <rakshitha.s.acharya1sg18ec082@gmail.com>  
To: sapthagiriplacements@gmail.com

Sat, Jun 18, 2022 at 9:18 AM

----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
Date: Tue, Mar 22, 2022, 11:51 AM  
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

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



**OL No:****2 April 2022**Dear **ULLAS**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **6 April 2022 to 15 April 2022**OJT Start Date: **16 April 2022**OJT End Date: **15 August 2022**

Location of Training: Bangalore

Stipend: **INR 15000** Per MonthIncentives : **INR 10000**Target: **220000** INR per month.Pre - Placement Offer :- **6 + 3 LPA(Based on Performance)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 April 2022**.

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

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_



## Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.



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

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_



---

**ANNEXURE**

As a part of the joining process, you are requested to mail the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card / 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated) OR Fully vaccinated report.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

**NOTE:**

{The document/ID Card will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}



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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

---





## APPOINTMENT LETTER

March 30, 2022

Dear Kumar G,

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

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



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**

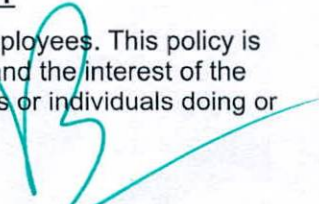
I have read, understood and agree to accept the employment on the terms and conditions herein.

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.



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Chikmagalur, Hesaraghatta Road,  
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### SALARY OFFER SHEET

Name: Kumar G

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

\*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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

### ANNEXURE – IV

#### Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to

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Bangalore-560 057



applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

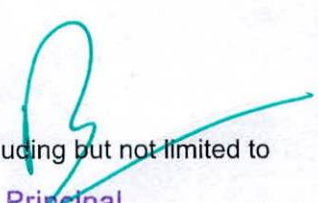
IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

**ANNEXURE – V**

I hereby confirm that I shall submit the required academic certificates including but not limited to

  
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Bangalore-560 057



Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept ☐ Decline

☒ **Signature** Kumar G 30/3/2022 7:38 PM

(checking the checkbox above is equivalent to a handwritten signature)

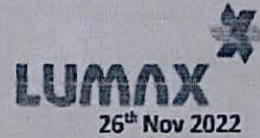
Registered Office:

**Wipro Limited** T : +91 (80) 2844 0011  
Doddakannelli F : +91 (80) 2844 0054  
Sarjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : L32102KA1945PLC020800

  
**Principal**  
**Sapthagiri College of Engineering**  
Chiklasandra, Hesaraghatta Road,  
Bangalore-560 057



LIL / HR / 2022-23 / LOI / 21



Mr. Anurag G  
No. 837, 8<sup>th</sup> Cross,  
Chamundeshwari Nagara,  
Laggere, peenya Small Industries Bengaluru,  
Karnataka-560058

**Sub: - Letter of Intent for the post of "Graduate Engineer Trainee – Assembly" at Lumax Industries Ltd, Bidadi.**

Dear Mr. Anurag G,

This has reference to your application and by the Interview, you had with us on 15 Nov 2022.

While congratulating you for your success in the interview we are pleased to send the "Letter of Intent" for the post of "Graduate Engineer Trainee – Assembly" at Lumax Industries Limited, Bidadi, on the mutually agreed terms and conditions. The formal letter of Appointment shall be issued while joining.

In case the offer is acceptable to you, please communicate your acceptance by signing on the copy of this letter and send us back for our record purpose and report for joining on or before 1<sup>st</sup> Dec 2022.

If you need any further clarification, please feel free to contact Mr. Santhosh Bangera (Mobile No.+919980187004)

To facilitate the joining process please bring following certificates / testimonials at the time of joining (Original and a set of Copies);

- Four Photographs (on the red back ground)
- School Certificate (Age Proof)
- Relieving letter from last employer
- Experience Certificates
- Educational / Testimonials
- Proof of last salary drawn (Last Salary Slip)
- Copy of PAN Card (if available)
- Copy of Passport / Driving License / Election Card (ID Proof)
- Cancelled Cheque
- Letter of Intent (Issued to you from our side)
- Copy of Adhaar Card
- Vaccination Certificate (Mandatory)

Looking forward for your joining to Lumax Family.

For Lumax Industries Limited

**Pooja Avasthi**  
**Head – HR, IR & Administration**

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

CIN: L72400KA2012PTC022804

Lumax Industries Limited  
Plot No. 69, Phase-2, Sector-2,  
Bidadi Industrial Area, Bidadi,  
Ramanagara Taluk & District - 562109  
Karnataka, India

T : +91 9243653600, 9243653601, 9243653602  
E : [hr@lumaxmail.com](mailto:hr@lumaxmail.com)

[www.lumaxworld.in](http://www.lumaxworld.in)

Lumax Industries Limited - REGD. OFFICE: 2<sup>nd</sup> Floor, Harbar's Shawan-8, Commercial Complex, Nanjala Raya, New Delhi - 110046  
T : +91 11 4995 7632, E : [ceo@lumaxmail.com](mailto:ceo@lumaxmail.com)





## APPOINTMENT LETTER

March 31, 2022

Dear MANOJ N,

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 VI. 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**  
Senthil Selva and Engineering  
Chinnaiyur, Bangalore-560 057



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



**Principal**  
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**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**



the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [polycycleclearinghouse@wipro.com](mailto:polycycleclearinghouse@wipro.com).

## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I MANOJ N, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE III**

### **SALARY OFFER SHEET**

**Name: MANOJ N**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

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

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



**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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

#### **ANNEXURE – IV**

##### **Bonus Details**

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

<b>Year</b>	<b>Bonus</b>
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

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



## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ Signature MANOJ N 31/3/2022 11:26 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011

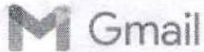
Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

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





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

1 message

**1SG18EC022 Darshan J** <darshanj6534@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Apr 5, 2022 at 10:30 AM

----- Forwarded message -----

From: **1SG18EC022 Darshan J** <darshanj6534@gmail.com>  
Date: Tue, Mar 22, 2022, 2:34 PM  
Subject: Re: Infosys Campus Recruitment Program: Congratulations, you have a job offer  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Accept the offer  
Thank you with regards  
Darshan J

On Tue, Mar 22, 2022, 11:51 AM Infosys Freshers Recruitment &lt;Talent.Acquisition@infosys.com&gt; wrote:

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.


Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

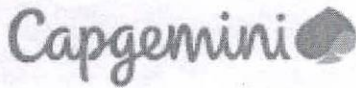
We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

  
**Principal**  
**Sapthagiri College of Engineering**  
Chikkasandra, Hesaraghatta Road,  
Bangalore-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: 1441162**

**Letter of Intent ("LOI")**

Dear Gireesha k,

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 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.

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



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](mailto:fresherhiring.in@capgemini.com), please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1441162**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1441162**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1441162**

Thanking you,


Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

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



## ANNEXURE 1

**Gireesha k**  
**Analyst and A4**

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. 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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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

  
Principal  
Sapthagiri College of Engineering  
Chiklasandra, Hesaraghatta Road,  
Bangalore-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: 1406911**

## **Letter of Intent ("LOI")**

Dear Lavanya B,

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.

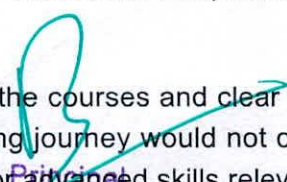
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The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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It is very essential that you effectively leverage this platform to complete the courses and clear 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.

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



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.

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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](mailto:fresherhiring.in@capgemini.com), please ensure below format of email subject -

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- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1406911**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1406911**

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**



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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057

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## ANNEXURE 1

**Lavanya B**  
**Analyst and A4**

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. 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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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

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



18/04/2022

To,  
K SHREYAS  
9108979086  
Dept of ECE  
**Sapthagiri college of Engineering**  
**Training and Placement under CSR**

Dear K SHREYAS

We are pleased to inform you that you have been selected for **CSR-Incubation batch of Technology Training and Placement** which is of free of cost for merit students.

By Palle Technologies, Bangalore.

**The program will begin on 09<sup>TH</sup> May 2022 Course Duration (3.5 month)**

**The Mode of Training will be Online – Using Zoom App.**

**The Training will be conducted every day between 6:30 PM to 8 PM.**

During this Program you will be having Technology Training

1. Monday to Friday – Training, and Saturday Evaluation & interview preparation.

Program features:

1. Aptitude & reasoning training
2. Technology training on Java, OOPs, sql, Web Technologies, & Python
3. Assignments – coding & aptitude
4. System tests on regular basis
5. Coding interview preparation
6. Mock technical interviews
7. Mock HR interviews
8. We will schedule unlimited number of interviews with our esteemed clients with packages starting from 2.4 LPA to 6 LPA until student gets placed
9. Course Completion Certificate will be provided after the successful completion of the Technology training
10. If student misses any one class during training period, then student will be dropped from the program and will not be eligible for free training and placements.
11. If student has not attended any interview scheduled by Palle Technologies, then student will be disqualified from the program and will not be eligible for free training and placements.

Principal

**Sapthagiri College of Engineering**

Chittasandra, Hosanghatta Road,  
Bangalore-560 057

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Chittasandra, Hosanghatta Road,  
Bommanahalli, Bengaluru - 560 066  
Ph : 080-41645630, email : [info@techpalle.com](mailto:info@techpalle.com) | website : [www.techpalle.com](http://www.techpalle.com)



Mandatory Requirements while joining:

- (1) Student has to send a photo copy of his or her X, XII mark sheets
- (2) Student has to send a photo copy of Engineering all semester mark sheets up to 6<sup>th</sup> semester
- (3) Student has to send photo copy of Aadhar card
- (4) Student has to send photo copy of college ID proof
- (5) Student has to send his or her pass port size photo

**We look forward to welcome you on board.**

Sincerely,  
HR Team  
Palle Technologies

Principal

Sapthagiri College of Engineering  
Mangammanapalya Main Road,  
Chikkasandra, Hesarghatta Road,  
Bangalore-560 057





## APPOINTMENT LETTER

April 20, 2022

Dear Deepak N,

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 VI. 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:

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Bangalore-560 057



**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

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Bangalore-560 057



I Deepak N, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

**Name:** Deepak N

**Position:** Project Engineer

**Career Group:** TRB - II

You shall receive salary as detailed below.

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

\*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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

#### ANNEXURE – IV



**Bonus Details**

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

**ANNEXURE – V**

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 – VI****Variable Pay - A BRIEF OVERVIEW**

**Variable Pay Policy Summary & Computation:**



& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept

☐ Decline

☒ **Signature** Deepak N 20/4/2022 5:02 PM

(checking the checkbox above is equivalent to a handwritten signature)

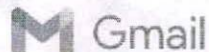
Registered Office:

**Wipro Limited** T :+91 (80) 2844 0011  
Doddakannelli F :+91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 035 W :wipro.com  
India C :L32102KA1945PLC020800

24387208

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





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer**

1SG18EC049 Lavanya N <natarajulavanya@gmail.com>  
To: sapthagiriplacements@gmail.com

Mon, May 9, 2022 at 3:58 PM

----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
Date: Tue, 22 Mar, 2022, 11:51 am  
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

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

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**OFFER LETTER**

**Dear Prateek Ravindra Bilgi,**

NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as **"Customer Service Executive L-1"** based out of **Bangalore**.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business

**COMPENSATION & BENEFITS**

You are entitled to a compensation of **INR 4,17,812/-** per annum. The details of your compensation structure and other benefits are outlined in Annexure.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

**POLICIES AND PROCEDURES**

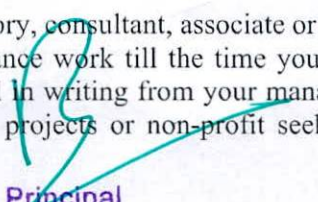
You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

**LEAVE**

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum. For medical leave, any leave more than 3 days would require doctor's certificate. Vacation leave can be carry forwarded to max of 15 days.

**OTHER ENGAGEMENTS**

You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

  
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### **TERMINATION**

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give two (2) months' notice or two (2) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period. Your probation period will be Three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving one (1) months' notice or salary in lieu of such notice.

The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

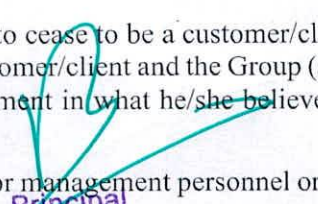
### **RETURN OF COMPANY PROPERTY**

On termination of your employment, for any reason, you must immediately return to company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limiting to laptop will have to borne by employee subjected to review by management.

### **NON-COMPETE & NON-SOLICITATION OBLIGATIONS**

- A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause, and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the current or proposed business of the Group except on behalf of the Group, canvass or solicit business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;
- B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest); or
- C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

  
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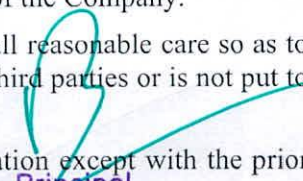
- D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise;
- E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period ("Existing Employee") to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;
- F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment;
- G. approach, recruit or otherwise solicit Existing Employees to work for any other employer;
- H. persuade any Person which is a vendor / consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.
- I. The covenants in this Clause and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.
- J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable Law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.
- K. Nothing herein contained shall affect the Employee's non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

**CONFIDENTIALITY**

The Employee shall not, whether during his/her employment with the Group, or after termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.

A. Without prejudice to the generality of the foregoing, the Employee shall:

- a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.
- b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.
- c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

  
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- B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by Law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.
- C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.
- D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.
- E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.
- F. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

**Your date of Joining is 11<sup>th</sup> May 2022.**

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

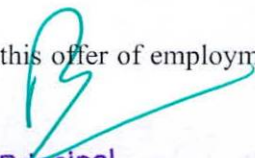
Best Regards,  
On behalf of NoBroker Technologies Solutions Pvt. Ltd.

Amit Kumar,  
Director

**Acceptance:**

I, **Prateek Ravindra Bilgi** have read, understood, and accept this offer of employment, as set forth above.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_  
  
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ANNEXURE

Components	Fig. in INR	
	Monthly	Annual
<b>Salary (A)</b>		
Basic	17,000	2,04,000
HRA	6,200	74,400
Employer PF	1,800	21,600
<b>Fixed Pay (A)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>Performance Bonus (B)</b>		<b>1,08,000</b>
<b>CTC ( A+B )</b>	<b>25,000</b>	<b>4,08,000</b>
Gratuity @ 4.81% of Basic (C)		9,812
<b>Total CTC (A+B+C)</b>		<b>4,17,812</b>

\* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

\*\* Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of minimum of five years of employment with the Company.



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## OFFER LETTER

12-05-2022

Dear **Shubham Kumar**, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an Sales Executive L-1 based out of Bengaluru, Bengaluru, Karnataka, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

### COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,01,440 /-** per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

### POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

### LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

### OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

  
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**Your date of Joining is 13-05-2022.**

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

**HR Team**

**NoBroker Technologies Solutions Pvt. Ltd.**

*Note - This is a system-generated letter and does not require a signature.*

**Acceptance:**

I, **Shubham Kumar**, have read, understood, and accept this offer of employment, as set forth above.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



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**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**





## ANNEXURE

### Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,92,000	16,000
HRA	42,907	3,576
Employer Contribution to PF	21,600	1,800
<b>Fixed Pay</b>	<b>2,56,507</b>	<b>21,376</b>
<b>Performance Bonus</b>	<b>2,40,000</b>	
<b>Fixed Pay and Performance bonus</b>	<b>4,96,507</b>	<b>41,376</b>
Gratuity	4,933	
<b>Total CTC</b>	<b>5,01,440</b>	<b>41,787</b>

\* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

\*\*Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-) & Income tax, if applicable.

\*\* Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.

  
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**Bangalore-560 057**





312



Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: You have a job offer for Systems Engineer role at Infosys**

1 message

1SG18EC039 HEMANTH K <hemanthgowda3834@gmail.com>  
To: "sapthagiriplacements@gmail.com" <sapthagiriplacements@gmail.com>

Mon, Jun 6, 2022 at 2:36 PM

----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>  
Date: Fri, 22 Apr, 2022, 12:09 pm  
Subject: You have a job offer for Systems Engineer role at Infosys  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

**We are delighted to offer you the position of Systems Engineer at Infosys.**

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

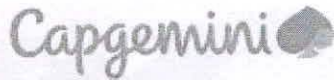
Best regards,

Talent Acquisition  
Infosys

  
**Principal**  
**Sapthagiri College of Engineering**  
Chikmagalur, Hesaraghatta Road,  
Bangalore-560 057

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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: 1458952**

**Letter of Intent ("LOI")**

Dear Bhargavi C,

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 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.

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



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, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1458952**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1458952**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1458952**

Thanking you,

Yours Sincerely,

**For & On Behalf of Capgemini**

**Tejinder Sethi**

**Head - Fresher Hiring**

This is a system generated document and does not need a signature



---

**Principal**

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**Chikkasandra, Hesaraghatta Road,**  
**Bangalore-560 057**



## ANNEXURE 1

**Bhargavi C**  
**Analyst and A4**

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Tejinder Sethi**  
**Head - Fresher Hiring**

This is a system generated document and does not need a signature

---

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

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



Sent from my iPhone

Begin forwarded message:

**From:** Divakar Y V <DivakarYV@nttf.co.in>  
**Date:** 9 June 2022 at 2:33:24 PM IST  
**To:** "chanduchandana398@gmail.com" <chanduchandana398@gmail.com>  
**Cc:** Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>  
**Subject:** GET programme on boarding at NTTF- Dharwad

Dear Chandana C B,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.  
As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

**GET Program Details**

1. An Amount of Rs.15000/- Stipend will be paid during the first 12 months of your training period.
2. An Amount of Rs.18,000/- Stipend will be paid during the on the job training period for 6 months i.e after completion of 12 months (13 – 18 Months).
3. An Amount of Rs. 26,000/- CTC per month will be paid on successful completion of training period subject to the performance evaluation minimum criteria's are met and based on the available vacancies.
4. PGDVTET certificate will be used after successful completion of 3.5 years period.
5. An Amount of Rs.1000/- will be deducted towards Caution Deposit every month upto 18 months and this amount of Rs. 18000/- will be reimbursed to you on successful completion of 3.5 years period.

You are hereby required to submit the scan copy of all the documents.  
Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters)
- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or clarification you may reach out to us.

**Address of the Venue :**  
**NTTF BELUR TRAINING CENTRE ( DTC –Belur),**

Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V  
Manager - HR



Nettur Technical Training Foundation  
23/ 24, II Phase  
Peenya Industrial Area  
Bengaluru - 560058  
[www.nttfirg.com](http://www.nttfirg.com)

  
**Principal**  
**Sapthagiri College of Engineering**  
**Chikkasandra, Hesaraghatta Road,**  
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**Re: GET programme on boarding at NTTf- Dharwad**

1SG18EC007 Apoorva Y J <apoorva.yj@gmail.com>  
To: xeromitforme@gmail.com

Fri, Jun 10, 2022 at 3:40 PM

----- Forwarded message -----

From: **Divakar Y V** <DivakarYV@nttf.co.in>  
Date: Thu, Jun 9, 2022, 2:34 PM  
Subject: GET programme on boarding at NTTf- Dharwad  
To: apoorva.yj@gmail.com <apoorva.yj@gmail.com>  
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Apoorva Y J,

We heartily welcome you for GET programme in NTTf, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

**GET Program Details**

1. An Amount of Rs.15000/- Stipend will be paid during the first 12 months of your training period.
2. An Amount of Rs.18,000/- Stipend will be paid during the on the job training period for 6 months i.e after completion of 12 months (13 – 18 Months).
3. An Amount of Rs. 26,000/- CTC per month will be paid on successful completion of training period subject to the performance evaluation minimum criteria's are met and based on the available vacancies.
4. PGDTVET certificate will be used after successful completion of 3.5 years period.
5. An Amount of Rs.1000/- will be deducted towards Caution Deposit every month upto 18 months and this amount of Rs. 18000/- will be reimbursed to you on successful completion of 3.5 years period.

You are hereby required to submit the scan copy of all the documents.

Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters)
- 2) Aadhar and PAN card copy

  
Principal  
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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or clarification you may reach out to us.

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Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

**Divakar Y V**

Manager - HR

cid:image001.png@01D7C6AA.23ABF190

**Nettur Technical Training Foundation**

**23/ 24, II Phase**

**Peenya Industrial Area**

**Bengaluru - 560058**

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



---

**Re: GET programme on boarding at NTTF- Dharwad**

---

**1SG19EC403 CHAITANYA DR** <chaitanyagowda1511@gmail.com>  
To: xeroxiforme@gmail.com

Fri, Jun 10, 2022 at 3:31 PM

----- Forwarded message -----

From: **1SG19EC403 CHAITANYA DR** <chaitanyagowda1511@gmail.com>  
Date: Fri, Jun 10, 2022, 1:10 PM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <prathibhap@sapthagiri.edu.in>

----- Forwarded message -----

From: **1SG19EC403 CHAITANYA DR** <chaitanyagowda1511@gmail.com>  
Date: Thu, Jun 9, 2022, 6:46 PM  
Subject: Re: GET programme on boarding at NTTF- Dharwad  
To: Divakar Y V <DivakarYV@nttf.co.in>  
>c: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

I accept the offer.

On Thu, Jun 9, 2022, 2:35 PM Divakar Y V <DivakarYV@nttf.co.in wrote:

Dear Chaithanya D R,

We heartily welcome you for GET programme in NTTF , which will be exciting career opportunity to you.

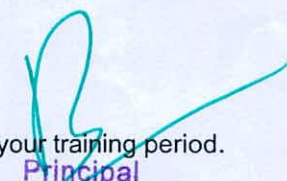
As explained and briefed about the programme on 07<sup>th</sup> June 2022 , your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents . Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned .

**GET Program Details**

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2. An Amount of Rs.18,000/- Stipend will be paid during the on the job training period for 6 months i.e after completion of 12 months (13 – 18 Months) .
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You are hereby required to submit the scan copy of all the documents.

  
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Bangalore-560 057



Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

**Required Documents.**

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters )
- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

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**Address of the Venue :**

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Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

**Divakar Y V**

Manager - HR

cid:image001.png@01D7C6AA.23ABF190

**Nettur Technical Training Foundation**

**23/ 24, II Phase**

**Peenya Industrial Area**

**Bengaluru - 560058**

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A handwritten signature in blue ink, appearing to be 'R. S. S.', is written over the printed name of the Principal.

Principal

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





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: GET programme on boarding at NTTF- Dharwad**

**1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
To: sapthagiriplacements@gmail.com

Thu, Jun 23, 2022 at 12:41 PM

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Thu, Jun 23, 2022, 12:39 PM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <sapthagiriplacements@gmail.com>

NTTF

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Tue, Jun 14, 2022, 10:52 AM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: sapthagiriplacements@gmail.com <sapthagiriplacements@gmail.com>

Offer letter

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Tue, Jun 14, 2022, 10:46 AM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <sumac@sapthagiri.edu.in>

Offer letter

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Mon, Jun 13, 2022, 11:23 AM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: apoorva.yj@gmail.com <apoorva.yj@gmail.com>

Offer letter

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Fri, Jun 10, 2022, 1:44 PM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <prathibha@sapthagiri.edu.in>

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Fri, Jun 10, 2022, 1:39 PM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <guruprakash414@gmail.com>

Offer letter

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>  
Date: Fri, Jun 10, 2022, 1:28 PM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <manjeshk999133@gmail.com>

Offer letter

----- Forwarded message -----

From: **1SG19EC401 Asha k R** <ashakr2222@gmail.com>

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



Date: Fri, Jun 10, 2022, 12:57 PM

Subject: Re: GET programme on boarding at NTTF- Dharwad

To: Divakar Y V <DivakarYV@nttf.co.in>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

I accept the offer.

On Thu, Jun 9, 2022, 2:36 PM Divakar Y V <DivakarYV@nttf.co.in> wrote:

Dear Asha K R,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

#### GET Program Details

1. An Amount of Rs.15000/- Stipend will be paid during the first 12 months of your training period.
2. An Amount of Rs.18,000/- Stipend will be paid during the on the job training period for 6 months i.e after completion of 12 months (13 – 18 Months).
3. An Amount of Rs. 26,000/- CTC per month will be paid on successful completion of training period subject to the performance evaluation minimum criteria's are met and based on the available vacancies.
4. PGDVTET certificate will be used after successful completion of 3.5 years period.
5. An Amount of Rs.1000/- will be deducted towards Caution Deposit every month upto 18 months and this amount of Rs. 18000/- will be reimbursed to you on successful completion of 3.5 years period.

You are hereby required to submit the scan copy of all the documents.

Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

#### Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters)
- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or clarification you may reach out to us.

#### **Address of the Venue :**

**NTTF BELUR TRAINING CENTRE ( DTC –Belur),**

Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

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




PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR

 cid:image001.png@01D7C6AA.23ABF190

Nettur Technical Training Foundation

23/ 24, II Phase

Peenya Industrial Area

Bengaluru - 560058

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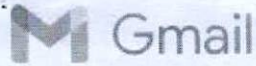
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**Fwd: GET programme on boarding at NTTF- Dharwad**

**1SG18EC103 Suma G** <sumasonu6721@gmail.com>  
To: sapthagiriplacements@gmail.com

Thu, Jun 30, 2022 at 11:40 AM

----- Forwarded message -----

From: **Divakar Y V** <DivakarYV@nttf.co.in>  
Date: Thu, 9 Jun, 2022, 2:37 pm  
Subject: FW: GET programme on boarding at NTTF- Dharwad  
To: sumasonu6721@gmail.com <sumasonu6721@gmail.com>  
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Suma G,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

**GET Program Details**

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You are hereby required to submit the scan copy of all the documents.

Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

  
**Principal**  
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Chikkasandra, Hesaraghatta Road,  
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- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters )
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Karnataka State


PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

**Divakar Y V**

Manager - HR

 cid:image001.png@01D7C6AA.23ABF190

**Nettur Technical Training Foundation**

**23/ 24, II Phase**

**Peenya Industrial Area**

**Bengaluru - 560058**

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## GET programme on boarding at NTTF- Dharwad

1 message

Divakar Y V <DivakarYV@nttf.co.in>

Thu, Jun 9, 2022 at 2:38 PM

To: akshaykamath019@gmail.com <akshaykamath019@gmail.com>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear MAkshay Kamath,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC - Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.


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Required Documents.

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



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- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
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Karnataka State

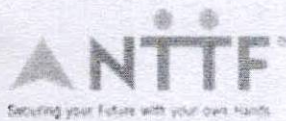
PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR



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23/ 24, II Phase

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Bangalore-560 057





## GET programme on boarding at NTTF- Dharwad

3 messages

Divakar Y V <DivakarYV@nttf.co.in>

Thu, 9 Jun 2022 at 14:39

To: harsharlgowda@gmail.com <harsharlgowda@gmail.com>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Harsha R L,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC - Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

### GET Program Details

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### Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters)

  
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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

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Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

PH: -0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR



Nettur Technical Training Foundation

23/ 24, II Phase

Peenya Industrial Area

Bengaluru - 560058

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**Fwd: GET programme on boarding at NTTF- Dharwad**

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Lekkala VISHNU REDDY <vishnuluckey51368@gmail.com>  
To: xeroxiforme@gmail.com

Fri, Jun 10, 2022 at 3:39 PM

----- Forwarded message -----

From: Divakar Y V <DivakarYV@nttf.co.in>  
Date: Thu, 9 Jun, 2022, 3:49 pm  
Subject: GET programme on boarding at NTTF- Dharwad  
To: Vishnuluckey51368@gmail.com <Vishnuluckey51368@gmail.com>  
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Lekkala Vishnu Vardhan Reddy,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

#### GET Program Details

1. An Amount of Rs.15000/- Stipend will be paid during the first 12 months of your training period.
2. An Amount of Rs.18,000/- Stipend will be paid during the on the job training period for 6 months i.e after completion of 12 months (13 – 18 Months).
3. An Amount of Rs. 26,000/- CTC per month will be paid on successful completion of training period subject to the performance evaluation minimum criteria's are met and based on the available vacancies.
4. PGDTVET certificate will be used after successful completion of 3.5 years period.
5. An Amount of Rs.1000/- will be deducted towards Caution Deposit every month upto 18 months and this amount of Rs. 18000/- will be reimbursed to you on successful completion of 3.5 years period.

You are hereby required to submit the scan copy of all the documents.

Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters)
- 2) Aadhar and PAN card copy

  
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Bangalore-560 057



- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or clarification you may reach out to us.

**Address of the Venue :**

**NTTF BELUR TRAINING CENTRE ( DTC –Belur),**

Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

**Divakar Y V**

Manager - HR

cid:image001.png@01D7C6AA.23ABF190

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**Peenya Industrial Area**

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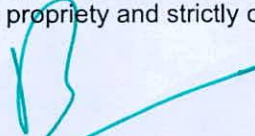
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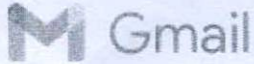


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**Chikkasandra, Hesaraghatta Road.**  
**Bangalore-560 057**





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: GET programme on boarding at NTTF- Dharwad**

Tarun Kumar G &lt;gtrreddy2018@gmail.com&gt;

Mon, Jun 13, 2022 at 4:32 PM

To: "sapthagiriplacements@gmail.com" &lt;sapthagiriplacements@gmail.com&gt;

----- Forwarded message -----

From: **Tarun Kumar G** <gtrreddy2018@gmail.com>

Date: Fri., 10 Jun. 2022, 15:14

Subject: Fwd: GET programme on boarding at NTTF- Dharwad

To: &lt;xeroxitforme@gmail.com&gt;

----- Forwarded message -----

From: **Tarun Kumar G** <gtrreddy2018@gmail.com>

Date: Fri., 10 Jun. 2022, 12:55

Subject: Fwd: GET programme on boarding at NTTF- Dharwad

To: &lt;Ske7088@gmail.com&gt;

----- Forwarded message -----

From: **Divakar Y V** <DivakarYV@nttf.co.in>

Date: Thu., 9 Jun. 2022, 15:52

Subject: GET programme on boarding at NTTF- Dharwad

To: gtrreddy2018@gmail.com &lt;gtrreddy2018@gmail.com&gt;

Cc: Suma Hiremath &lt;suma.h@sapthagiri.edu.in&gt;, Geetha Bali &lt;GeethaB@nttf.co.in&gt;

Dear Tarun Kumar G,


We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

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4. PGDTVET certificate will be used after successful completion of 3.5 years period.

  
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5. An Amount of Rs.1000/- will be deducted towards Caution Deposit every month upto 18 months and this amount of Rs. 18000/- will be reimbursed to you on successful completion of 3.5 years period.

You are hereby required to submit the scan copy of all the documents.

Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters )
- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or clarification you may reach out to us.

**Address of the Venue :**

**NTTF BELUR TRAINING CENTRE ( DTC –Belur),**

Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State


PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR

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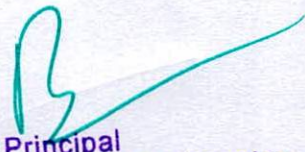
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## GET programme on boarding at NTTF- Dharwad

1 message

Divakar Y V <DivakarYV@nttf.co.in>

Thu, 9 Jun, 2022 at 3:54 PM

To: kunnathsamarth@gmail.com <kunnathsamarth@gmail.com>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Samarth K,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

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- 5) Recent Passport size photo 3

  
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Beside Cedrok, Dharwad 580011

Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

**Divakar Y V**

Manager - HR



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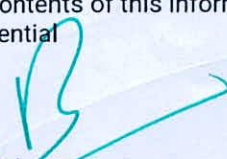
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**Fwd: GET programme on boarding at NTTF- Dharwad**

**Bindu Bindushree** <bindugowda5636@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Jun 14, 2022 at 9:05 AM

----- Forwarded message -----

From: **Bindu Bindushree** <bindugowda5636@gmail.com>  
Date: Fri, Jun 10, 2022, 3:32 PM  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: xeroxitforme@gmail.com <xeroxitforme@gmail.com>

----- Forwarded message -----

From: **Bindu Bindushree** <bindugowda5636@gmail.com>  
Date: Thu, Jun 9, 2022, 4:10 PM  
Subject: Re: GET programme on boarding at NTTF- Dharwad  
To: Divakar Y V <DivakarYV@nttf.co.in>  
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Thank you for your mail.

On Thu, Jun 9, 2022, 4:03 PM Divakar Y V &lt;DivakarYV@nttf.co.in&gt; wrote:

Dear Bindu Shree M G,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.**GET Program Details**

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3. An Amount of Rs. 26,000/- CTC per month will be paid on successful completion of training period subject to the performance evaluation minimum criteria's are met and based on the available vacancies.
4. PGDTVET certificate will be used after successful completion of 3.5 years period.
5. An Amount of Rs.1000/- will be deducted towards Caution Deposit every month upto 18 months and this amount of Rs. 18000/- will be reimbursed to you on successful completion of 3.5 years period.

You are hereby required to submit the scan copy of all the documents.



Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

- 1) Educational Certificates -10<sup>th</sup> to Highest degree (All Semesters )
- 2) Aadhar and PAN card copy
- 3) Bank passbook soft copy
- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or clarification you may reach out to us.

**Address of the Venue :**

**NTTF BELUR TRAINING CENTRE ( DTC –Belur),**

Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR

cid:image001.png@01D7C6AA.23ABF190


Nettur Technical Training Foundation

23/ 24, II Phase

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**Fwd: GET programme on boarding at NTTF- Dharwad**

**Samreen Kausar** <samreenkausar2000@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Jun 28, 2022 at 11:45 AM

----- Forwarded message -----

From: **1SG18EC088 Samreen kausar** <samreenkausar2000@gmail.com>  
Date: Fri, Jun 10, 2022, 15:08  
Subject: Fwd: GET programme on boarding at NTTF- Dharwad  
To: <xeroxitforme@gmail.com>

----- Forwarded message -----

From: **Divakar Y V** <DivakarYV@nttf.co.in>  
Date: Thu, Jun 9, 2022, 16:04  
Subject: GET programme on boarding at NTTF- Dharwad  
To: samreenkausar2000@gmail.com <samreenkausar2000@gmail.com>  
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Samreen Kausar,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

We will be commencing the on boarding process on 1<sup>st</sup> of August 2022 and will be issuing the offer letter after verification of all your original documents. Hence you are requested to be present in our centre on or before 1<sup>st</sup> August 2022 at 10 am and bring all your original documents as mentioned.

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Principal

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Chikkasandra, Hesaraghatta Road,  
Bangalore-560 057



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Required Documents.

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Belur Division , Plot No.1,Belur Industrial Area,

Beside Cedrok, Dharwad 580011

Karnataka State


PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR

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Nettur Technical Training Foundation

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**Bangalore-560 057**





Sapthagiri Engineering College &lt;sapthagiriplacements@gmail.com&gt;

**Fwd: GET programme on boarding at NTTF- Dharwad**

1 message

1SG18EC109 Ume e safa <umeesafa@gmail.com>  
To: sapthagiriplacements@gmail.com

Thu, Jun 23, 2022 at 12:41 PM

----- Forwarded message -----

From: Divakar Y V <DivakarYV@nttf.co.in>  
Date: Thu, Jun 9, 2022, 4:05 PM  
Subject: GET programme on boarding at NTTF- Dharwad  
To: umeesafa@gmail.com <umeesafa@gmail.com>  
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Ume E Safa,

We heartily welcome you for GET programme in NTTF, which will be exciting career opportunity to you.

As explained and briefed about the programme on 07<sup>th</sup> June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

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Karnataka State

PH: - 0836-2747378

Contact person : Ms . Geeta G Pandit – 9731522428 (For reaching out the venue.)

For all other queries , you may please contact undersigned. Divakar Y V -9740348858.

Divakar Y V

Manager - HR

cid:image001.png@01D7C6AA.23ABF190

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





Date:24/06/2022

To  
Ms. Asha E  
Bangalore  
Karnataka

Dear Ms. Asha

This has reference to your application for Employment in our company and subsequent interview/s you had with us.

We are pleased to offer you the position of "Technical Sales Engineer" in our company subject to following terms and conditions.

1. Your Total compensation shall be Rs.2,40,000/- Per Annum.
2. You shall report for duty on or before 20/08/2022 and you will be placed in Bangalore.
3. You will be reporting to Mr. Sanjay Savalgi , CEO, based in Bangalore, India.
4. You shall be on probation for a period of 6 Months from the date of joining. The duration of probation can be extended subject to your performance, which is at the discretion of the Management. Your services shall be confirmed in writing or by e-mail to that effect, in the appropriate cadre/position upon satisfactory completion of probation, failing which you will be deemed to be on probation
5. Your services are liable to be transferred to any Department/Group/Section Line, as well as any Office / Establishment / Division / Branch of the Company, in India or abroad, as well as its sister concerns within the group, on temporary or permanent basis depending upon the company's priorities of work, at the sole discretion of the company.

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

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FTD Automation Pvt. Ltd.

# 7, 1st Floor, 100ft Road, 17th Main, 5th Block, Koramangala, Bangalore - 560 095. INDIA  
Phone No: +91-80-42600900 Fax No: +91-80-25506776. Email ID: sales@ftdautomation.com

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6. This contract of employment is terminable by either Company by serving one-month (30 days) notice, or by employee by serving a 90 days' notice. The company reserves the right to pay or recover salary in lieu of notice period. Further, the company may at its discretion relieve an employee from such date as it may deem fit even before the expiry of the notice period without compensation for the remaining period and is not bound to give any reason thereof.

7. Whenever the company deputed you for any training, you will have to execute a service bond and surety bond for such an amount and terms and conditions as may be decided by the company.

#### 9. Obligations of the Employee

a) Upon execution of agreement, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.

b) The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.

c) The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company.

d) during the period of his employment the Employee shall be punctual in attendance and diligent in his work and the Employee shall devote all his working time and the best of his abilities, exclusively for the benefit of the Company. The Employee further agrees to obey all orders of and carry out all duties entrusted to him from time by his Senior Officers.

e) The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.

f) The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Employee violates this term in the agreement, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee.

  
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g) That if the Employee shall be guilty of any misconduct or commit any breach of the provision of this agreement or absent him without any reasonable excuse or become incapable of attending to his duties, it shall be lawful for the Company immediately to terminate the Services hereby created

h) Laptop will be used only for the business of Company and shall not used for any unlawful or prohibited purpose. Laptop shall be the property of the Company at all times and the Employee will not have any right or interest in the said asset except using such asset during the employment or for such duration as may be decided by the Company, In case of the loss of laptop- be it on, or off Company premises, due to negligence of the employee- user, the company will recover the cost of the laptop from the employee- user. It is the company's discretion to impose further penalties on account of loss of sensitive company information. In case of leaving the employment or being terminated for any reason, Employee will handover the asset to Company in good condition failing which Company is authorized to charge penalty against the Employee.

#### 10. Competing Businesses

During the Term of this Agreement and for a period of 2year after the termination of this Agreement, the Employee agrees not to engage in any employment, consulting, or other activity involving that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

#### 11. Confidentiality

The Employee acknowledges that, in the course of performing and fulfilling his/her duties hereunder, he/she may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of any of which confidential information to competitors of the Employer would be highly detrimental to the interests of the Employer. The Employee further acknowledges and agrees that the right to maintain the confidentiality of such information constitutes a proprietary right which the Employer is entitled to protect. Accordingly, the Employee covenants and agrees with the Employer that he/she will not, during the continuance of this agreement, disclose any of such confidential information to any person, firm or corporation, nor shall he/she use same, except as required in the normal course of his engagement hereunder, and thereafter he/she shall not disclose or make use of the same.

12. You will be eligible for Mobile, Conveyance and Postal and travel reimbursements

13 . As per the company policy yourself and your family (parents not included) will be covered under Group Medical Policy after 15 days from the date of Joining,

14 At the time of joining, you shall submit the documents in proof of age, Qualification, an Experience, Salary Certificate on the Basis of CTC drawn with previous Employer, Form 16, and Original Reliving letter from the previous employer, 2 passport size color

  
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photographs and photocopy of the passport. You shall produce the originals for verification by us.

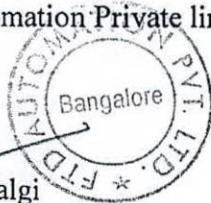
15. If you are sent abroad for training it is mandatory for you to work in the company for a minimum of 18 months since the completion of training. In case you want to be relieved earlier, you will have to repay all the expenses spent on you for training.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Wishing you all the best and welcoming you to FTD AUTOMATION PRIVATE LIMITED.

For FTD Automation Private limited.

  
Sanjay M Savalgi  
Director



I agree and accept the employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 20/08/2022.

Name: Asha E

Signature: Asha E

Date: 28/6/22

  
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Date:24/06/2022

To  
Mr. Deepak G Krishnan  
Bangalore  
Karnataka

Dear Mr.Deepak

This has reference to your application for Employment in our company and subsequent interview/s you had with us.

We are pleased to offer you the position of "Application Engineer" in our company subject to following terms and conditions.

1. Your Total compensation shall be Rs.2,40,000/- Per Annum.
2. You shall report for duty on or before 20/08/2022 and you will be placed in Bangalore.
3. You will be reporting to Mr. Sanjay Savalgi , CEO, based in Bangalore, India.
4. You shall be on probation for a period of 6 Months from the date of joining. The duration of probation can be extended subject to your performance, which is at the discretion of the Management. Your services shall be confirmed in writing or by e-mail to that effect, in the appropriate cadre/position upon satisfactory completion of probation, failing which you will be deemed to be on probation
5. Your services are liable to be transferred to any Department/Group/Section Line, as well as any Office / Establishment / Division / Branch of the Company, in India or abroad, as well as its sister concerns within the group, on temporary or permanent basis depending upon the company's priorities of work, at the sole discretion of the company.

  
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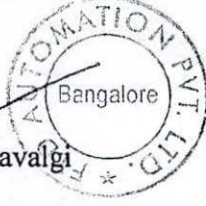
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Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Wishing you all the best and welcoming you to FTD AUTOMATION PRIVATE LIMITED.

For FTD Automation Private limited.

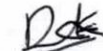
  
Sanjay M Savalgi  
Director



I agree and accept the employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 20/08/2022.

Name: DEEPAK G KRISHNAN

Signature: 

Date: 28/06/2022

  
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Date:24/06/2022

To  
Mr. Vinay R  
Bangalore  
Karnataka

Dear Mr. Vinay

This has reference to your application for Employment in our company and subsequent interview/s you had with us.

We are pleased to offer you the position of "Application Engineer" in our company subject to following terms and conditions.

1. Your Total compensation shall be Rs.2,40,000/- Per Annum.
2. You shall report for duty on or before 20/08/2022 and you will be placed in Bangalore.
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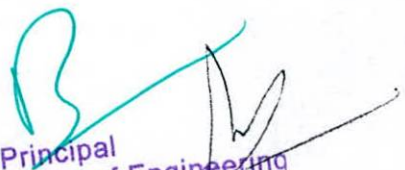
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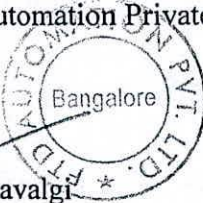
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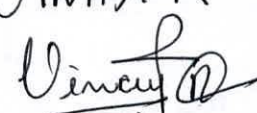
For FTD Automation Private limited.

  
Sanjay M Savalgi  
Director



I agree and accept the employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 20/08/2022.

Name: VINAY. R  
Signature:   
Date: 28/06/2022

  
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Date:24/06/2022

To  
Mr. Yeshwanth Kumar M  
Bangalore  
Karnataka

Dear Mr. Yeshwanth

This has reference to your application for Employment in our company and subsequent interview/s you had with us.

We are pleased to offer you the position of " Technical Sales Engineer" in our company subject to following terms and conditions.

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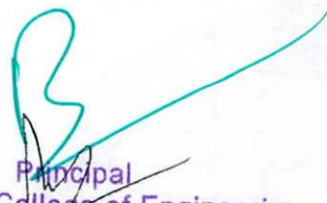
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FTD Automation Pvt. Ltd.

# 7, 1st Floor, 100ft Road, 17th Main, 5th Block, Koramangala, Bangalore - 560 095. INDIA  
Phone No: +91-80-42600900 Fax No: +91-80-25506776. Email ID: sales@ftdautomation.com





g) That if the Employee shall be guilty of any misconduct or commit any breach of the provision of this agreement or absent him without any reasonable excuse or become incapable of attending to his duties, it shall be lawful for the Company immediately to terminate the Services hereby created

h) Laptop will be used only for the business of Company and shall not used for any unlawful or prohibited purpose. Laptop shall be the property of the Company at all times and the Employee will not have any right or interest in the said asset except using such asset during the employment or for such duration as may be decided by the Company, In case of the loss of laptop- be it on, or off Company premises, due to negligence of the employee- user, the company will recover the cost of the laptop from the employee- user. It is the company's discretion to impose further penalties on account of loss of sensitive company information. In case of leaving the employment or being terminated for any reason, Employee will handover the asset to Company in good condition failing which Company is authorized to charge penalty against the Employee.

#### 10. Competing Businesses

During the Term of this Agreement and for a period of 2year after the termination of this Agreement, the Employee agrees not to engage in any employment, consulting, or other activity involving that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

#### 11. Confidentiality

The Employee acknowledges that, in the course of performing and fulfilling his/her duties hereunder, he/she may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Employer, the disclosure of any of which confidential information to competitors of the Employer would be highly detrimental to the interests of the Employer. The Employee further acknowledges and agrees that the right to maintain the confidentiality of such information constitutes a proprietary right which the Employer is entitled to protect. Accordingly, the Employee covenants and agrees with the Employer that he/she will not, during the continuance of this agreement, disclose any of such confidential information to any person, firm or corporation, nor shall he/she use same, except as required in the normal course of his engagement hereunder, and thereafter he/she shall not disclose or make use of the same.

#### 12. You will be eligible for Mobile, Conveyance and Postal and travel reimbursements

13 . As per the company policy yourself and your family (parents not included) will be covered under Group Medical Policy after 15 days from the date of Joining,

14 At the time of joining, you shall submit the documents in proof of age, Qualification, an Experience, Salary Certificate on the Basis of CTC drawn with previous Employer, Form 16, and Original Reliving letter from the previous employer, 2 passport size color

Principal

Sapthagiri College of Engineering

Chikkasandra, Hesaraghatta Road,

# 7, 1st Floor, 100ft Road, 17th Main, 5th Block, Koramangala, Bangalore 560095, INDIA  
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photographs and photocopy of the passport. You shall produce the originals for verification by us.

15. If you are sent abroad for training it is mandatory for you to work in the company for a minimum of 18 months since the completion of training. In case you want to be relieved earlier, you will have to repay all the expenses spent on you for training.

Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Wishing you all the best and welcoming you to FTD AUTOMATION PRIVATE LIMITED.

For FTD Automation Private limited.

  
Sanjay M Savalgi  
Director



I agree and accept the employment on the terms and conditions mentioned in the above.

I shall be reporting for duty on 20/08/2022.

Name: Yashwanth Kumar M

Signature: Yashwanth Kumar M

Date: 28-06-2022

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

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**HCL TECHNOLOGIES LTD.**

Corporate Identity Number: L74140DL1991PLD046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

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Registered Office: 806 Siddharth, 86, Nehru Place, New Delhi-110019, India.

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**OFFER & APPOINTMENT LETTER**

**Offer Release Date: September 17, 2022**

Dear Gangadhar G M,  
giriyanapalya,maralakunte(post), Nelamangala taluk  
Bangalore rural district, nelamangala,  
Karnataka, India, 562111

Dear Gangadhar G M,

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd.** (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 21, 2022** at 9:00 A.M at the following address **BengaluruSEZ-T4-U5-4F,5F,6F,7F,8F**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **425000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

**Annexure IV** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

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



Mr. Nikhil Umapati  
S/o. Malatesh Umapati  
3<sup>rd</sup> Cross, Nehru Nagar,  
Byadgi, Byadgi Taluk,  
Haveri District - 581106.

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

Dear Mr. Nikhil:

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. 35,000/-** (CTC Thirty-Five 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.

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.

Page 1 of 2

**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](http://www.accord-global.com)  
Corporate Identity Number: U74999KA201 6PTC0931 01

  
Principal  
Sapthagiri College of Engineering  
Chikkasandra, Hesaraghatta Road  
Bangalore-560 087



Date: 6-Sep-2022

To,  
Spoorthi  
spoorthim2525@gmail.com  
8431380407

**Sub: Updated Conditional Offer Letter**

Dear Spoorthi,

We are extremely delighted to welcome you to our **PRATIAN FAMILY**. As valued member of our family, we look forward to you playing an important role in helping us achieve our Vision, uphold our Values and live our Culture.

As an organization we value **INTEGRITY, PASSION, COMPETENCE, INNOVATION and COLLABORATION** in people.

This offer is made to you based on your performance in the Discoveri Assessment. You are required to undergo the intense 6-month **Career Labs SkillAssure Internship Program** after which you will be hired as a full-time employee of **Pratian**. You will be paid **INR 12,000 per month** as stipend during these 6 months of internship.

**Post successful completion of the Internship Program you will be hired on payrolls of Pratian subject to submission of your educational documents (Marks-sheet/PDC/Degree Certificate) confirming you having completed your graduation/post-graduation course, you will be issued an offer letter for the position of "Software Engineer" and will hence be paid an overall annual compensation of INR 4,00,000 (Four Lakhs Indian Rupees Only).**

**The break-up of your CTC is attached for your reference in Appendix A.**

We look forward to you beginning your career with the **Internship Program** from **5-Sep-2022** at our office located at:

**Pratian Innovation Campus,  
# 184/185, Tapaswiji Info Park, EPIP Zone,  
Whitefield, Bangalore – 560 066, Karnataka, India.**

You need to get in touch with **HR Team – Pratian** with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at [hr@pratian.com](mailto:hr@pratian.com)

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