



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Anshu <anshuy1203@gmail.com>

Tue, Dec 21, 2021 at 4:36 PM

To: "sapthagiriplacements@gmail.com" <sapthagiriplacements@gmail.com>

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

From: **Campus HR Team** <wipro+email+28igl-1cd1031702@talent.icims.com>

Date: Tue, Oct 12, 2021, 2:43 PM

Subject: Wipro Campus Update_LOI

To: <anshuy1203@gmail.com>

October 12, 2021

Dear ANSHU . ,
Resume Number - 22775726

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

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

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

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

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

Yours sincerely,

For Wipro Limited,

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



Apama Shailen
General Manager - Human Resources

This message was sent to anshuy1203@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=276B22775726&contactId=13012138>

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Principal

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



Balaji A <balajigowda1719@gmail.com>

Wipro Campus Update_LOI

Campus HR Team <wipro+email+28hu5-1f6da79c31@talent.icims.com>
 Reply to: Campus HR Team <wipro+email+28hu5-1f6da79c31@talent.icims.com>
 To: <balajigowda1719@gmail.com>

Tue, 12 Oct, 2:34 PM

October 12, 2021

Dear Balaji A ,
 Resume Number - 22767048

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

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

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

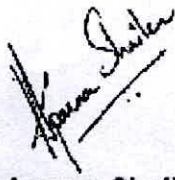
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Yours sincerely,

For Wipro Limited,

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



Apama Shailen
General Manager - Human Resources

This message was sent to balajigowda1719@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=82D522767048&contactId=13012138>

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No. 86/E-1, 2ND CROSS
3RD MAIN ROAD, INDUSTRIAL SUBURB
2ND STAGE, YESHWANTHPUR
BANGALORE - 560 022
KARNATAKA

336

DATE : 30.07.2022

APPOINTMENT & SALARY FIXATION LETTER

CANDIDATE NAME : MEGHANA M R
QUALIFICATION : B E - ELECTRICAL
NO OF YEARS OF EXPERIENCE : FRESHER
DATE OF FINAL ROUND INTERVIEW : 29.07.2022
GRADE : JM I
DESIGNATION : ASSISTANT ENGINEER - TRAINEE
DEPARTMENT : CONTRACTS
REPORTING HOD : HEAD - CONTRACTS
DATE OF JOINING : 01.08.2022
PROBATION PERIOD : 12 MONTHS FROM DATE OF JOINING

FIXATION OF SALARY (IN INR)

CONSOLIDATED GROSS SALARY		20000.00
INCIDENTAL EXPENSES		
LEAVE PROVISION		1000.00
BONUS AS PER BONUS ACT	583.33	1667.00
PRODUCTIVITY/PERFORMANCE INCENTIVE	1083.67	
GRATUITY PROVISION		576.00
PROVISION FOR FOOD (Payable to caterers)		1450.00
MONTHLY CTC		24693.00

Meghana
Candidate Signature

Balasubramanyam K S
Assistant General Manager - HR

B



#95, 3rd Floor, Rudra Chambers, 4th Main, 11th Cross, Malleswaram, Bengaluru 03 P: 080-46682666

Ref ID: DN-HR-INCL-050322-203

05-Mar-2022

Mr. Srujana V Hugar,

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 10th 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
Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

Confidential

Ref ID: DN-HR-INCL-050322-212

05-Mar-2022

Mr. Chethan Gowda,

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 10th 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

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Offer: Computer Consultancy**Ref: TCSL/DT20218197175/Bangalore****Date: 09/11/2021**

Ms. Mahalakshmi B R
#262nd Cross,
Near Kirloskar Layout, Mhr Layout,
Bangalore-560090,
Karnataka.
Tel# 91-9036574256

Dear Mahalakshmi B 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 &

TCS Confidential**TCSL/DT20218197175****TATA CONSULTANCY SERVICES****Principal**

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VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore-560066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office: Naraina Building, 9th Floor, Naraina Point, New Delhi-110028 India

TCS Career Website: www.tcs.com TCS Career Center: 1800 29 29 29

**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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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

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

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

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

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

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

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

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

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Bangalore: 3rd Floor, Naraina Building, 9th Cross, Naraina Point, Mumbai 400 021
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Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road,
Bangalore-560 057



340

Offer: Computer Consultancy
Ref: TCSL/DT20218351780/Bangalore
Date: 09/11/2021

Ms. Harshitha V
#368, 1st Cross,
Sadashiva Nagar, Nelamangala,
Bangalore Rural Dist-562123,
Karnataka.
Tel# 91-8152865925

Dear Harshitha 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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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
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



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Harshitha 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
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
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Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

Component Category	Monthly	Annual
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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Principal
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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057



341

Offer: Computer Consultancy
Ref: TCSL/DT20218355614/Bangalore
Date: 09/11/2021

Ms. Devarinti Keerthi
#13, Shiva Nilaya, 13, 11th Cross,
Sagar Filling Station,
Bangalore-560073,
Karnataka.
Tel# 91-9686212843

Dear Devarinti Keerthi,

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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**Withdrawal of Offer**

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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 Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Devarinti Keerthi
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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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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Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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Offer: Computer Consultancy**Ref: TCSL/DT20218355785/Bangalore****Date: 09/11/2021**

Ms. Harshitha A B
Harshitha A B D/O BhaskarNo 193/2/2 First Main Road,
Shardhamba Temple Road Jalahalli Village,
Bangalore-560013,
Karnataka.
Tel# 91-9686319390

Dear Harshitha A B,

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/DT20218355785****TATA CONSULTANCY SERVICES**

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560066, India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Principal

Sapthagiri College of Engineering

Chikkasandra, Hesaraghatta Road,

Bangalore-560 057

1

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Harshitha A B
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Offer: Computer Consultancy**Ref: TCSL/DT20218361816/Bangalore****Date: 09/11/2021**

Mr. Abhijeet Prasad
Sapthagiri College Of Engineering Boys Hostel Agb Layout,
Hesaraghatta Road Chikkabanavara,
Bangalore-560057,
Karnataka.
Tel# 91-8681842605

Dear Abhijeet Prasad,

Sub: Letter of Offer

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

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

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

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

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

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Chikkasandra, Hesaraghatta Road,
Bangalore-560057

**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	Abhijeet Prasad
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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

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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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Chikrasandra, Hesarghatta Road,
Bangalore-560 057



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Offer: Computer Consultancy

Ref: TCSL/DT20218351018/Bangalore

Date: 09/11/2021

Mr. Ashuthosh Singh

No21/1, Shreyas Nilaya, 2nd Block, 3rd Main, Shammana Layout, Goraguntepalya Shammana Layout,
Goraguntepalya, Kuvempu Statue Circle,
Bangalore-560022,
Karnataka.

Tel# 91-8317432443

Dear Ashuthosh Singh,

Sub: Letter of Offer

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

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

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

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

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

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Principal

Sapthagiri College of Engineering
Chikrasandra, 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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GROSS SALARY SHEET

Annexure 1

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

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Offer: Computer Consultancy**Ref: TCSL/DT20218356591/Bangalore****Date: 09/11/2021**

Ms. Bhumika S Kumar
No.36, 1st Cross, 3rd Main, Havanur Extension, Hesaraghatta Main Road,
Hesaraghatta Main Road, Nagasandra Post,
Bangalore-560073,
Karnataka.
Tel# 91-9900036815

Dear Bhumika S Kumar,

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,
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**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Bhumika S Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

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

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

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

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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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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Offer: Computer Consultancy**Ref: TCSL/DT20218275676/Bangalore****Date: 09/11/2021**

Mr. Darshan P
#1421stmainroad4thbcrossksrtclayoutaerohalli,
Near Ganesh Temple,
Bengaluru-560091,
Karnataka.
Tel# 91-9844508797

Dear Darshan 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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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.

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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



GROSS SALARY SHEET

Annexure 1

Name	Darshan 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
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
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TOTAL GROSS	27,415	3,36,877
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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.

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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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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Offer: Computer Consultancy**Ref: TCSL/DT20218402689/Bangalore****Date: 09/11/2021**

Mr. Parikshit K
#07, Hongirana 3rd Main, 4th Cross, Jammankunte Extn,
N.G.Halli Main Road, Nagasandra Post,
Bengaluru-560073,
Karnataka.
Tel# 91-9901851347

Dear Parikshit K,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential**TCSL/DT20218402689****TATA CONSULTANCY SERVICES****Principal**

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

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore-560 006 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

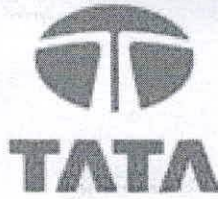
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Sapthagiri College of Engineering
Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

12

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

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

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

To,
Suma madam
Sapthagiri College of Engineering
Bangalore - 560057



From,
Akshatha.G
Sapthagiri College of Engineering
EEE Department
Bangalore - 560073

I am thankful to the placement department for providing me an opportunity to take place in 'pentagon space' company OR drive. The placement training which I underwent during my third year training which helped me a lot to clear all the aptitude questions and the technical rounds. It was a great support from the placement department

Thanking you,
yours faithfully
Akshatha.G
18G18EE002


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



PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2022

Dear Akshatha G,

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: AKSHATHA G

College Name: Sapthagiri College of Engineering

Branch: Electrical and Electronics

USN/ Reg Number: 18G18EE002

Date: 5/10/21

Akshatha G
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

B

Principal

Sapthagiri College of Engineering

Chikkasandra, Hesarahatta Road,

Bangalore-560 057

U74999KA2020PTC133021

349
ISG19EE406 (enr)



Offer Letter

Date: 18th Aug 2022

Ms. P Kalpana
Hanumanthappa Building,
4th Cross, Gruhalakshmi Layout,
Nagasandra Bangalore-560073.

Dear P Kalpana,

Arrivaa is pleased to offer you the full-time position of **Trainee Engineer-Estimation and Costing**. This position is Permanent and will report to **Assistant Manager-Technical**. This offer is contingent upon the successful completion of all background and reference checks and required documentation. You are requested to Join Arrivaa Power System Pvt Ltd On or before **22nd Aug 2022**.

Other terms and conditions of your employment are as follows:

Your total compensation will be INR 18,000 /- (Rupees: Eighteen Thousand Only) as stipend per month in accordance with Arrivaa's standard payroll practices for salaried employees.

On your first day of employment, you will be given additional information about Arrivaa's procedures, policies, benefit programs and more. Please note that your employment with Arrivaa constitutes permanent employment and you are to adhere to the company separation policies.

The documents that should be signed by you on your first day of work will be your Employee Handbook & Confidentiality agreement. On your first day, please bring these documents that verify your identity to work. These documents are mandatory subject to which your appointment letter will be released.

Signed offer letter

- 2) 8 Passport size photographs
- 3) Original & photocopies of Educational certificates (10th, 12th, Graduation & PG, if any) and certificates of any courses done
- 4) Address proof (Voter's id, Driving license, Passport)
- 5) References of two professionals (Mail id, Phone number, Work details)

We welcome you to Maverik family. Looking forward to a long-term mutual association.

For Arrivaa Power System Pvt Ltd.



(Director)

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



APPOINTMENT LETTER

January 24, 2022

Dear Bharath J,

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.

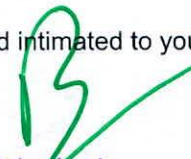
1. Appointment Details:

- 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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Chikitasandra, Hesaraghatta Road,
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



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

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

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Bharath J, 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 J

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

Total Cost to Company per annum**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- 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:

- 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
- 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.
- 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
- 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
- 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.
- You shall keep the contents of this letter confidential

Principal
Sapthagiri College of Engineering
Chikkasahera, 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** Bharath J 24/1/2022 7:02 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


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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

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 3:17 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: gowri.subash6@gmail.com <gowri.subash6@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3885

Dear Anupriya 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:

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

Principal
Sapthagiri College of Engineering
Chiklasandra, Hesaraghatta 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.

Thanks and Regards

Mphasis – Campus Team


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

Information Transmitted by this Email is Proprietary to Mphasis, its Associated Companies and/or its Customers and is Intended for use only by the Individual or Entity to which it is Addressed, and may contain Information that is Privileged, Confidential or Exempt from Disclosure under Applicable Law. If you are not the Intended Recipient or it appears that this Email has been Forwarded to you without proper Authority, you are Notified that any use or

Dissemination of this Information in any manner is Strictly Prohibited. In such cases, please Notify us Immediately at mailmaster@mphasis.com and delete this Email from your Records.

--

Suma Vishwanath
9663852582
Group Head - HRD
Sapthagiri College of Engineering
Sapthagiri Institute of Medical Sciences & Research Center
Bangalore
Direct Line : 080-28372804
Website : www.sapthagiri.edu.in
Land line : 080 - 28372800 / 801 / 802 / 803

"Teamwork

- Combined effort, co-operation, co-ordination of members working towards a common objective.
- Help your team members.
- Never hesitate to ask for help as and when required."


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



Mphasis_Letter of Intent 2022!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>

Sun, 5 Dec, 2021 at 10:43

To: arjunraja97@gmail.com <arjunraja97@gmail.com>

Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3887

Dear Arjun R,

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

Greetings from Mphasis!!

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- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum**, which would be effective 1st of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
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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:

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


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

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.

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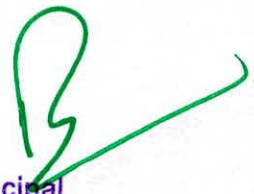
Below list of documents are mandatory during the onboarding process:

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

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

Thanks and Regards

Mphasis – Campus Team



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Bangalore 560 057

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Mphasis_Letter of Intent 2022!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
 To: chrma619@gmail.com <chrma619@gmail.com>
 Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Sun, Dec 5, 2021 at 10:43 AM

Ref.No- MPHTH_CD2022-3889

Dear Cheluvarama 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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Mphasis_Letter of Intent 2022!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com>
 To: harshithgowda095@gmail.com <harshithgowda095@gmail.com>
 Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Sun, Dec 5, 2021 at 10:43

Ref.No- MPHTH_CD2022-3895

Dear Harshith M 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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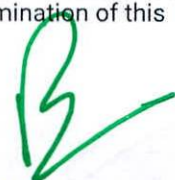
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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent 2022!

2 messages

Kiran S <kirankpalya@gmail.com>
To: sapthagiriplacements@gmail.com

Tue, Dec 7, 2021 at 12:12 PM

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

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

Ref.No- MPHTH_CD2022-3900

Dear Kiran S,

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

Greetings from Mphasis!!

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Thanks and Regards

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12/7/21, 12:15 PM

Gmail - Fwd: Mphasis_Letter of Intent 2022!

Tue, Dec 7, 2021 at 12:13 PM

• • **Kiran S** <kirankpalya@gmail.com>
• To: saphthagiriplacements@gmail.com

[Quoted text hidden]


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Bangalore-560 057



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

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 3:23 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: nisarga1803@gmail.com <nisarga1803@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3910

Dear Nisarga P,

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

Greetings from Mphasis!!

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

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Thanks and Regards

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Suma Vishwanath
9663852582
Group Head - HRD
Sapthagiri College of Engineering
Sapthagiri Institute of Medical Sciences & Research Center
Bangalore
Direct Line : 080-28372804
Website : www.sapthagiri.edu.in
Land line : 080 - 28372800 / 801 / 802 / 803

"Teamwork

- Combined effort, co-operation, co-ordination of members working towards a common objective.
- Help your team members.
- Never hesitate to ask for help as and when required."



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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

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 3:14 PM

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From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Sun, Dec 5, 2021 at 10:47 AM
Subject: Mphasis_Letter of Intent 2022!
To: 2018vreddy@gmail.com <2018vreddy@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3938

Dear Vishwanathreddy R Hosagowdar,

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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Thanks and Regards

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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

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 3:23 PM

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

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

Ref.No- MPHTH_CD2022-3918

Dear S Sahana,

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

Greetings from Mphasis!!

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

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

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of


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Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road,
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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.

Thanks and Regards

Mphasis – Campus Team


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Dissemination of this Information in any manner is Strictly Prohibited. In such cases, please Notify us Immediately at mailmaster@mphasis.com and delete this Email from your Records.

--

Suma Vishwanath

9663852582

Group Head - HRD

Sapthagiri College of Engineering

Sapthagiri Institute of Medical Sciences & Research Center

Bangalore

Direct Line : 080-28372804

Website : www.sapthagiri.edu.in

Land line : 080 - 28372800 / 801 / 802 / 803

"Teamwork

- Combined effort, co-operation, co-ordination of members working towards a common objective.
- Help your team members.
- Never hesitate to ask for help as and when required."



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Warm Welcome

17/12/2021

Ms Haritha J.S

Applicant ID : 287140

Type- 4 6F IIHR Residential Complex Hesaraghatta Lake Post

Sub: Letter of Appointment

Dear **Ms Haritha J.S**

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


Ms Haritha J.S	
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.


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Compensation Structure (Take home)
Ms Haritha J.S

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			


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Bangalore-560 057

Warm Welcome

15/12/2021

Ms Samyama S

Applicant ID : 287109

No 05 Lakshmi Prasada nivasa , 6th cross Defence Colony, Bagalagunte Hesaragatta main road

Sub: Letter of Appointment

Dear **Ms Samyama S**

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

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Bangalore-560 057

Annexure 1

SALARY STACK UP SHEET


Ms Samyama S	
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
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D. CTC (= A+B+C)	509893.00

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


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Bangalore-560 057

Compensation Structure (Take home)
Ms Samyama S

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
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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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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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Warm Welcome

16/12/2021

Ms Veena .S

Applicant ID : 287137

#22, 3rd Cross, 4th Main, GKW Layout, Shambhavi Nagar, Laggere Bangalore North, Peenya Small
Industr

Sub: Letter of Appointment

Dear **Ms Veena .S**

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

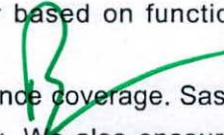
You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

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.

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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


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SASKEN

Annexure 1

SALARY STACK UP SHEET

Ms Veena .S	
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
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C. Gratuity	9893.00
D. CTC (= A+B+C)	509893.00

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

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Bangalore-560 057

Compensation Structure (Take home)
Ms Veena .S

Components of Salary		Value in INR	
Earnings			
		Monthly	Annum
BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
I. EARNINGS			
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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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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			

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

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February 10, 2022

HARSHITHA V

SAPTHAGIRI COLLEGE OF ENGINEERING

Dear HARSHITHA

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.


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 Bangalore-560 057

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

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Annexure A

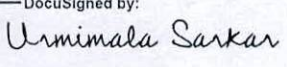
At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

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

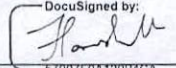
For any further clarification you can mail to Campus.Connect@nttdata.com.

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

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: 
5007F0A1299CA
HARSHITHA V

Date: 11/12/2022

Confidential

DECLARATION

I, **HARSHITHA V** S/o, D/O, W/O Venkatesh C, having permanent address
 #56 Sri nandana 5th cross smr layout kereguddadahalli chikkabanavara post Bangalore 90
 at _____ 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:  DocuSigned by:
 57007F0A129B4CA...

NAME: HARSHITHA V

DATE: 11/02/2022

PLACE: Bangalore


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

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

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February 10, 2022

RAJATH N GOWDA

SAPATHAGIRI COLLEGE OF ENGINEERING

Dear RAJATH

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, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

Urmimala Sarkar

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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:

Rajath N Gowda
RAJATH N GOWDA

12-02-2022

Date: _____


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

DECLARATION

I, **RAJATH N GOWDA** S/o, D/O, W/O Nanjegowda, having permanent address at Kashipura, Ankanayakanahalli Post, Arkalgudu, Hassan 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:



NAME: **RAJATH N GOWDA**

DATE: **12-02-2022**

PLACE: **Bengaluru**

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

NTT DATA Global Delivery Services Private Limited
 Block 2, 2nd Floor, D7
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 Bangalore 560 066 India
 Tel: +91.80.3342.6000

NTT DATA
 Services

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February 10, 2022

SHARATH YV
SAPATHAGIRI COLLEGE OF ENGINEERING

Dear SHARATH

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
 Chikmagalur, Hesaraghatta Road,
 Bangalore-560 057

Confidential

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

NTT DATA
Services

Annexure A

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

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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:

Urmimala Sarkar

DD4D480B41314B9

URMIMALA SARKAR

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:

Sharath YV

Signature: _____

SHARATH YV

12/2/2022

Date: _____

Principal

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

Confidential

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Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services

DECLARATION

I, **SHARATH YV** S/o, D/O, W/O VEERESH HS, having permanent address at 101/A2, 2nd cross HH layout, malathalli, banglore-560056 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.

DocuSigned by:
SIGNATURE: Sharath YV
F21615F4FF6048F...
NAME: SHARATH YV
DATE: 12/2/2022
PLACE: banglore

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

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

NTT DATA
Services

365

February 10, 2022
SUDHAN SUHAS
SAPTHAGIRI COLLEGE OF ENGINEERING

Dear SUDHAN

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, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA
Services**Annexure A**

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

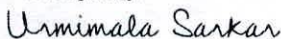
1. Certificates & mark sheets supporting your educational qualifications:
 - a. Xth Certificate and mark sheet
 - b. XIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each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

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

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

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

DocuSigned by:



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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: _____

304B9E16AD8B4B5
SUDHAN SUHAS

12-02-2022

Date: _____



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

Confidential

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

NTT DATA
Services

DECLARATION

I, **SUDHAN SUHAS** S/o, D/O, W/O Keshavamurthy, having permanent address
at No.94,Viswaneedam post,1st main road, Anjananagar Bangalore-91 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: 
NAME: SUDHAN SUHAS
DATE: 12-02-2022
PLACE: Bengaluru


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



SONATA SOFTWARE LIMITED



CMMI DEV / 5

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30-05-2022

Ref: SSL/HR /APPT

Dharmaraju H T

#15 Anjaneya Devasthanam road

Honnnavalli(V&P)

KARNATAKA, Hassan, 573102

Dear Dharmaraju H T

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
Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

SEZ UNIT-2, PRODUCTION BLOCK-2, SY. NO. 12/1, MYLASANDRA VILLAGE, SEZ GLOBAL VILLAGE, OFF MYSON ROAD, PRICE POST, BANGALORE-560007

CIN: L72200MH1994PLC082110

REGD. OFF: 208, T.V. INDUSTRIAL ESTATE, S. K. AHIRE MARG, WORLI, MUMBAI - 400030, INDIA

WEBSITE: WWW.SONATA-SOFTWARE.COM E-MAIL: INFO@SONATA-SOFTWARE.COM



SONATA SOFTWARE LIMITED



CMMI DEV/5

13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** In the current scenario, you are permitted to work from home. You are required to have a secure work environment, uninterrupted power supply and internet bandwidth to ensure continuous online connectivity. Based on the need of the organization, you may be required to work from office in future.

For Statutory and Tax Compliance, your work location will be **Bangalore**.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. General:

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

(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 : 30-05-2022

Encl:

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


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

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
Gross Ctc	370060	30838
Provident Fund	21600	
Gratuity	8340	
Cost To Company	400000	
Mediclaime Insurance	11400	
Total Cost To Company	411400	

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.



SONATA SOFTWARE LIMITED



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Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
- Please furnish marks cards for all the years.
- Medical Report in the prescribed format.
- PAN Card - this is a confirmation of your Identity and date of birth and required for making salary payments.
- Aadhar Card - this is has become mandatory to remit your PF deductions.
- Your Passport sized photograph with white background only
- **Experience Certificate** : Please produce Relieving/Experience letter for all your previous employments. For your current employer, please share the Resignation Acceptance Email with the Last Working Day mentioned if Relieving/Experience Letter is not available. Please ensure to share the Relieving/Experience letter within a month of joining if it is not submitted at the time . **If you are a fresher with no work experience, these documents are not required.**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas- This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** - This is required only if you are opting for meal card.


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



SONATA SOFTWARE LIMITED



CMMI DEV/5

Medical Examination Report

Full Name: _____

Sex: _____ Date of Birth: _____ Age of According to me: _____

Previous Illness if any: _____

Family History: _____

Height: _____ Weight: _____

Physical Deformity: _____ Blood Group: _____

Small Pox: _____ Re-Vaccination: _____

Tab: _____ BCG: _____

Operation done if any: _____

Chest (Normal): _____ Expanded: _____

Abdominal girth: _____

Vision With Glasses: _____ Vision Without Glasses: _____

Eye Diseases if any: _____

Ear: _____ Hearing Defects If Any: _____

Nose: _____ Nose Defects If Any: _____

Throat: _____ Teeth: _____ Speech: _____

Tongue: _____ Tonsils: _____

Heart Sounds: _____ Skin Disease: _____

Blood Pressure: _____ Respiratory System: _____

Liver: _____ Spleen: _____

Digestive System: _____ Genital Urinary System: _____

Urine Test: _____ Sugar: _____

Albumin: _____ Nervous System: _____

General build and constitution: _____

Any other remarks: _____

In view of the above, I consider the candidate fit/unfit for employment

Place:

Date:

Signature of Candidate
Candidate's Name: _____
Candidate's Address: _____
Candidate's Phone: _____



SONATA SOFTWARE LIMITED



CMMI DEV V5

367

31-05-2022

Ref: SSL/HR /APPT

Balasurya S

#J1

Pipeline, Malleshwaram

Karnataka , Bengaluru, 560003

Dear Balasurya S

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.

SEZ UNIT-2, PRODUCTION BLOCK-2, SY. NO. 12/1, MYLASANDRA VILLAGE, SEZ GLOBAL VILLAGE, OFF MYSORE ROAD, RVCE POST, CHIKKASANDRA, BANGALORE-560 057

CIN: L72200MH1994PLC082110

REGD. OFF: 208, T.V. INDUSTRIAL ESTATE, S. K. AHIRE MARG, WORLI, MUMBAI-400 022

WEBSITE: WWW.SONATA-SOFTWARE.COM E-MAIL: INFO@SONATA-SOFTWARE.COM


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

13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** In the current scenario, you are permitted to work from home. You are required to have a secure work environment, uninterrupted power supply and internet bandwidth to ensure continuous online connectivity. Based on the need of the organization, you may be required to work from office in future.

For Statutory and Tax Compliance, your work location will be **Bangalore**.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. **General:**

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.

(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 - IIR

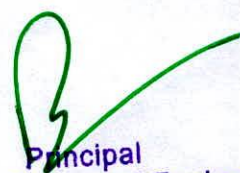
I agree with the above terms and conditions.

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



CMMI DEV/5

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
Gross Ctc	370060	30838
Provident Fund	21600	
Gratuity	8340	
Cost To Company	400000	
Mediclaime Insurance	11400	
Total Cost To Company	411400	

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.

Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
- Please furnish marks cards for all the years.
- Medical Report in the prescribed format.
- **PAN Card** - this is a confirmation of your Identity and date of birth and required for making salary payments.
- **Aadhar Card** - this is has become mandatory to remit your PF deductions.
- **Your Passport sized photograph with white background only**
- **Experience Certificate** : Please produce Relieving/Experience letter for all your previous employments. For your current employer, please share the Resignation Acceptance Email with the Last Working Day mentioned if Relieving/Experience Letter is not available. Please ensure to share the Relieving/Experience letter within a month of joining if it is not submitted at the time . **If you are a fresher with no work experience, these documents are not required.**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas- This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** - This is required only if you are opting for meal card.



SONATA SOFTWARE LIMITED



CMHDEV/5

Medical Examination Report

Full Name: _____
Sex: _____ Date of Birth: _____ Age of According to me: _____
Previous Illness if any: _____
Family History: _____
Height: _____ Weight: _____
Physical Deformity: _____ Blood Group: _____
Small Pox: _____ Re-Vaccination: _____
Tab: _____ BCG: _____
Operation done if any: _____
Chest (Normal): _____ Expanded: _____
Abdominal girth: _____
Vision With Glasses: _____ Vision Without Glasses: _____
Eye Diseases if any: _____
Ear: _____ Hearing Defects If Any: _____
Nose: _____ Nose Defects If Any: _____
Throat: _____ Teeth: _____ Speech: _____
Tongue: _____ Tonsils: _____
Heart Sounds: _____ Skin Disease: _____
Blood Pressure: _____ Respiratory System: _____
Liver: _____ Spleen: _____
Digestive System: _____ Genital Urinary System: _____
Urine Test: _____ Sugar: _____
Albumin: _____ Nervous System: _____
General build and constitution: _____
Any other remarks: _____

In view of the above, I consider the candidate fit/unfit for employment

Place:

Date:

30-05-2022

Ref: SSL/HR /APPT

Anirudh B K

#4

Basaravalli Village, Kattahaklu(P)

Karnataka , Shimogga, 577415

Dear Anirudh B K

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
Chiklasandra, Hesaraghatta Road,
Bangalore-560 057

13. This offer letter is being issued subject to the specific understanding that you have successfully qualified in your Engineering or MCA degree with a minimum aggregate of 60% or 70% respectively and would produce proof of all your educational qualification at the time of joining. Any failure to do so or any deviation detected would be sufficient cause for revocation of the offer.

14. **Posting:** In the current scenario, you are permitted to work from home. You are required to have a secure work environment, uninterrupted power supply and internet bandwidth to ensure continuous online connectivity. Based on the need of the organization, you may be required to work from office in future.

For Statutory and Tax Compliance, your work location will be **Bangalore**.

15. **Probation Period:** Twelve months from the date of joining. The Company reserves the right to extend the probationary period at its sole discretion. You will continue to be on probation till your services are confirmed in writing. During the probationary period, your services may be terminated with one month's notice on either side or payment in lieu of notice.

After confirmation, your employment is liable to be terminated by giving two months notice on either side and the Company could also terminate your service by making payment in lieu of notice. During the notice period given by you, you are mandated to serve the Company unless the same is specifically relaxed or waived by the Company.

In case you leave our employment without giving notice, the Company has the right to deduct an amount equivalent to the notice period of one or two months gross salary as the case may be from any amount that may be payable to you or call upon you to make the payment in lieu of shortfall in notice period, besides taking action for breach of contract.

16. **Non-Compete Undertaking** - During the period of your employment with the Company and for a period of one year after the date of termination of your employment with the Company, for any reasons whatsoever, or on your ceasing to be an employee of the Company,

You will not:

(a) Engage in any employment or business activity, directly or indirectly in competition with the Company. The term "in competition with the Company" shall mean any business activity, which is the same, or comparable to the business activity, which has or may result in product or services providing the same or comparable to those developed or offered by the Company at any time during the period of your employment;

(b) Induce any current employee of the Company to leave the employment of the Company ;

(c) Solicit the business of any client or customer of the Company (other than on behalf and for the benefit of the Company);

(d) Otherwise interfere with any business relationship of the Company;

17. General:

(i) You are a full time employee of the Company. You shall devote your full time and attention to your duties to promote the interest of the Organization. You shall not divulge or make known to any person / persons any of our secrets and / or activities of confidential nature. You shall work under the supervision of such person / persons as may be decided upon by the Management from time to time. You shall undertake that for any developmental work taken up by you either individually or jointly while in the service of the Company, the copy right of the same shall rest with the Company.



SONATA SOFTWARE LIMITED



CMMI DEV V5

(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 : 30-05-2022

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



CMMIDEV / 5

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
Gross Ctc	370060	30838
Provident Fund	21600	
Gratuity	8340	
Cost To Company	400000	
Medicaim Insurance	11400	
Total Cost To Company	411400	

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.


Checklist of documents for joining

Please ensure that you submit the scanned copies of the following documents which are mandatory on your day of joining:

- Provisional Course Completion Certificate. Convocation Certificate to be submitted on receipt of the same.
 - Please furnish marks cards for all the years.
 - Medical Report in the prescribed format.
 - PAN Card - this is a confirmation of your Identity and date of birth and required for making salary payments.
 - Aadhar Card - this is has become mandatory to remit your PF deductions.
 - Your Passport sized photograph with white background only
-
- **Experience Certificate** : Please produce Relieving/Experience letter for all your previous employments. For your current employer, please share the Resignation Acceptance Email with the Last Working Day mentioned if Relieving/Experience Letter is not available. Please ensure to share the Relieving/Experience letter within a month of joining if it is not submitted at the time . **If you are a fresher with no work experience, these documents are not required.**

Documents and Information that are also required at the time of joining or subsequently:

- Passport Copy with copies of valid Visas- This would be readily available in our records in case of overseas travel.
- Copies of any certifications and additional qualifications mentioned in your resume.
- Copy of **Voter Id or Driving license** - This is required only if you are opting for meal card.


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



SONATA SOFTWARE LIMITED



CMMIDEV/5

Medical Examination Report

Full Name: _____

Sex: _____ Date of Birth: _____ Age of According to me: _____

Previous Illness if any: _____

Family History: _____

Height: _____ Weight: _____

Physical Deformity: _____ Blood Group: _____

Small Pox: _____ Re-Vaccination: _____

Tab: _____ BCG: _____

Operation done if any: _____

Chest (Normal): _____ Expanded: _____

Abdominal girth: _____

Vision With Glasses: _____ Vision Without Glasses: _____

Eye Diseases if any: _____

Ear: _____ Hearing Defects If Any: _____

Nose: _____ Nose Defects If Any: _____

Throat: _____ Teeth: _____ Speech: _____

Tongue: _____ Tonsils: _____

Heart Sounds: _____ Skin Disease: _____

Blood Pressure: _____ Respiratory System: _____

Liver: _____ Spleen: _____

Digestive System: _____ Genital Urinary System: _____

Urine Test: _____ Sugar: _____

Albumin: _____ Nervous System: _____

General build and constitution: _____

Any other remarks: _____

In view of the above, I consider the candidate fit/unfit for employment

Place:

Date:



Date: 03/09/22

Dear Rakesh N

Congratulations!!!

We are pleased to inform you that you have been selected as "Trainee Engineer "with AISemiCon. Your date of joining is 5th September, 2022 and will be reporting the Trainer/Manager - L&D.

You are entitled to all the employee benefits along with a stipend during your tenure as a Trainee Engineer at the company. Stipend is paid on a monthly basis inclusive of Standard deductions and any other, as applicable, will be made at source and remitted to you until the time of your completion of the training.

On successful completion of training, performance evaluation and client on-boarding, you will be promoted as Associate DV Engineer position and will be eligible for the entitlements of a full-time employee such as health insurance, earned leaves, etc. along with a salary package in conformity to the position offered. On promotion, you will be on probation period for a period of three months' and our performance will be reviewed constantly, and appraisal will be done on an annual basis.

You will be briefed on your roles and responsibilities at the time of joining by your trainer and reporting manager.

Your Internship/Training will become final subject to providing the following documentary evidence in originals

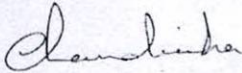
- ID proof: Aadhar card, Passport, Voter Id, Driving License
- Age and address proof: Aadhar Card, Passport, Tenth Grade Mark sheet, Ration Card
- Highest Graduation certificate.
- Resume containing your experience summary
- Report of any inventions, patents etc.,

You will be in service with AISemiCon for a period of 3 years and 6 months, and will be bound with all the terms and a condition mentioned in company policies and service agreement.

If you decide to leave AISemiCon, prior to the above mentioned duration/period, an indemnity claim would be applicable as per the terms and conditions of the Service Agreement. At the time of leaving, you will be required to serve a notice of 3 months' & complete your outstanding work.

We look forward to your long and prosperous career with **AISemiCon** and hope this association will be mutually enriching.

Sincerely,



Chandrika
HR Manager

I hereby confirm acceptance of the above offer letter, on the terms and conditions stipulated herein.

Name:

Signature

Date



HITACHI

Inspire the Next

Hitachi Vantara Software Services India Private Limited
A Hitachi Vantara Company

REGISTERED ADDRESS
Plot No. 09, Survey No. 115/P
Nanakramguda Village, Serilingampally, Municipality, Gachibowli
Hyderabad - 500 032, India

PRIVATE & CONFIDENTIAL

29 September 2022

Sathish G
S/O Govindaraju Y T, Yalachikere Village
Bellurhobali, Nagamangalataluku Chunchanahalli
Karnataka
571811

Dear Sathish,

Employment Offer with Hitachi Vantara Software Services India Private Limited

I am delighted to offer you employment with us, Hitachi Vantara Software Services India Private Limited. ("Hitachi"). This letter provides you with the terms and conditions of your employment with us:

EXTERNAL JOB TITLE: Cloud Infrastructure-As-A-Service (IAAS) - Associate

INTERNAL JOB TITLE: Cloud Infrastructure-As-A-Service (IAAS) - Associate

BASED IN: Bangalore, India
Travel outside of Bangalore is required as part of your role.

HITACHI

Inspire the Next

REPORTING TO:

Suresh Babu VA

START DATE:

03 October 2022

SALARY:

Your Total Target Compensation ("TTC") will be INR 4,72,973.00 per annum. This will be divided between your basic salary, flexible allowances, and a targeted bonus component.

Your annual basic salary will be INR 2,25,225.00 to be paid in 12 months. The annual flexible allowance will be INR 2,25,225.00.

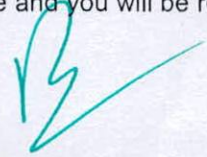
Hitachi is under no obligation to review or increase your salary, whether on an annual basis or otherwise. Hitachi may also deduct from your salary any sums owed by you to Hitachi.

BONUS: [VIP]

You are also eligible for variable pay under the current Vantara Incentive Plan (VIP); your annual target variable pay is 5.00% of your base salary. This variable pay is paid semi-annually and will be based on Hitachi Vantara LLC's actual performance measured against the relevant period's performance objectives. This performance level may be awarded against a pro-rated portion of your eligible variable pay based on your position and length of employment during the half year. VIP is not guaranteed and any payments awarded are subject to the terms of the current program..

TAX:

The Tax will be deducted at source and you will be responsible to file the income tax.



HITACHI

Inspire the Next

PROBATIONARY PERIOD:

The first six (6) months of employment are considered a probationary period during which each party can evaluate whether the right employment decision has been made. At the conclusion of this probationary period, either party can terminate this contract with no penalty. Termination of this contract during the six (6) months probationary period can take place by Hitachi giving one (1) months' notice to you, or you giving 3 (three) months' prior written notice to Hitachi. Hitachi may, at its discretion, extend the probationary period for such period of months as it thinks appropriate.

TRAINING:

To enable you to perform your role, Hitachi may provide you with training as required. It is possible that training may be held in a location other than your stated location. If such a situation arises you will need to be prepared to undertake the necessary travel. It is your responsibility to identify training needs to maintain skill relevance and in doing so, discuss these needs with your reporting manager to seek approval prior to committing to any external or internal training.

ANNUAL LEAVE:

In addition to all Hitachi paid company holidays, you will be entitled to 18 days earned leave and 12 days sick leave per year. Requests for earned leave must be discussed with and approved by your reporting manager prior to the leave being taken. An employee can carry forward 10 Earned Leaves (EL) of the present year to the next year.

Annual leave which is accrued but unused will be paid out upon termination, subject to applicable legal requirements. The Hitachi policy on leave entitlement applies to you.



HITACHI

Inspire the Next

BENEFITS:

You and your eligible dependents will be eligible to participate in the standard health insurance benefits. Hitachi reserves the right to determine which of your family members are entitled to this benefit.

Please refer to the latest Benefits Statement document outlining your various benefits and schemes applicable to you. Hitachi may also vary the terms of any of the benefits and/or schemes provided to you from time to time and may withdraw such schemes without providing a replacement.

SICKNESS:

You are entitled to paid sick leave as provided by applicable statutes. Hitachi reserves the right to change its sick leave policy from time to time. You must provide a medical certificate from a medical practitioner or registered dentist for each paid sickness day immediately on return to work. You must ensure that all sick leave taken are recorded in Hitachi's leave application system.

EXPENSES:

Expenses directly incurred as part of conducting Hitachi business will be reimbursed provided that you follow Hitachi's then-prevailing Travel & Expense Policy in place. This applies to travel expenses other than travel undertaken to and from your home to your place of work.



HITACHI

Inspire the Next

TERMINATION:

This contract may be terminated by either party providing three (3) months' notice; or by Hitachi providing three (3) months' salary in lieu of notice. In addition, Hitachi may terminate this employment without any prior notice and without being liable for any compensation or salary in lieu of notice if any one of the following occurs: (a) you are imprisoned or have committed a crime during your employment; (b) you have committed a breach of any of the terms of this letter or violated Hitachi's policies and procedures; (c) you are absent without cause, in which case you are deemed as having voluntarily abandoned your employment with us; or (d) you have been found guilty of committing an act of fraud, dishonesty or breach of trust, or causing loss or damage to Hitachi property.

Upon termination, you shall immediately return all Hitachi property, including but not limited in documents, security passes and computing equipment.



HITACHI

Inspire the Next

ETHICAL STANDARDS AND BEHAVIOR:

As an employee of Hitachi, you are entrusted with the primary responsibility for sound business conduct and compliance with our Corporate Ethics Policy. It is your responsibility to carefully read the Corporate Ethics Policy and ensure you understand and comply with it at all times.

A copy of the Hitachi Corporate Ethics Policy is provided with this letter. By signing the letter, you acknowledge you have received a copy of the policy which applies to your employment with Hitachi.

You will also ensure that you do not cause Hitachi to be in breach of any privacy policy that it may publish in relation to customer or partner information practices or any applicable privacy law.

GOVERNING LAW:

This agreement shall be governed by the laws of India irrespective of conflict of law provisions, and the courts at India Bangalore shall have the sole and exclusive jurisdiction to decide any disputes hereunder.



HITACHI

Inspire the Next

GENERAL:

This letter represents the complete employment arrangement and undertaking, and supersedes all previous or pre-contractual statements, discussions, correspondence, negotiations, arrangements, understandings and agreements, between you and Hitachi. The rights of Hitachi under this Agreement are without prejudice to any other rights it may have at law and any delay by Hitachi in exercising its rights shall not constitute a waiver thereof.

Hitachi reserves the right to make reasonable changes to any of your terms of employment in this letter and you will be notified in writing of any change as soon as possible. Your duties include those applicable to you as further described in the Hitachi Consulting Global Job Inventory, based on your internal title and level stated above. You may be required to undertake other duties and responsibilities from time to time as reasonably required or in connection with your employment. Depending on Hitachi's organisational structure and changes thereto from time to time, you may be transferred or reassigned to a different manager, team, department, function, branch, subsidiary or affiliated company of Hitachi.

If any term or provision in this letter shall be held to be illegal, or unenforceable, in whole or in part, under any enactment or rule of law: (a) such term or provision or part shall to that extent be deemed replaced by such valid and enforceable term or provision whose contents are as close as permissible to the illegal or unenforceable term or provision so as to carry out the original intent of the parties as to the point or points in question; and (b) the validity and enforceability of the remainder of this letter shall not be affected.

Rights and obligations in this letter (including those on confidentiality and intellectual property rights) which by their nature should survive the termination of your employment will remain in effect after such termination. Hitachi's rights and benefits shall be transferable, and all covenants and agreements hereunder shall inure to the benefit of, and be enforceable by, or against, its successors and assigns.



HITACHI

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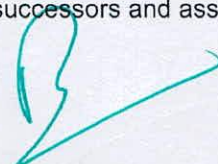
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Hitachi reserves the right to make reasonable changes to any of your terms of employment in this letter and you will be notified in writing of any change as soon as possible. Your duties include those applicable to you as further described in the Hitachi Consulting Global Job Inventory, based on your internal title and level stated above. You may be required to undertake other duties and responsibilities from time to time as reasonably required or in connection with your employment. Depending on Hitachi's organisational structure and changes thereto from time to time, you may be transferred or reassigned to a different manager, team, department, function, branch, subsidiary or affiliated company of Hitachi.

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Rights and obligations in this letter (including those on confidentiality and intellectual property rights) which by their nature should survive the termination of your employment will remain in effect after such termination. Hitachi's rights and benefits shall be transferable, and all covenants and agreements hereunder shall inure to the benefit of, and be enforceable by, or against, its successors and assigns.



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Annexure A to Offer Letter

Name: Sathish, G

Standard Salary Breakups

	Annual (INR)	Monthly (INR)
Fixed Compensation - (A) + (B)	4,50,450.00	37,537.50
Basic Salary - (A)	2,25,225.00	18,768.75
Flexible Allowances* - (B)	2,25,225.00	18,768.75
Target Variable Pay - (C)	22,523.00	
Total Target Cash (A) + (B) + (C)	4,72,973.00	
Employer Provident Fund# (D)	27,027.00	2,252.25
Cost-to-Company (excluding gratuity & benefits) - (A) + (B) + (C) + (D)	5,00,000.00	

Your annual basic salary will be to be paid in 12 months. Your target variable pay will be paid in accordance to plan document.

Employee will be eligible for gratuity as per the gratuity laws.

*Within 2 months upon joining, you will be given access to payroll toll to elect the flexible allowances of your choice.

#Employer's provident fund contribution is 12% of basic salary and any relevant allowance as required by statute.

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EMPLOYEE AGREEMENT:

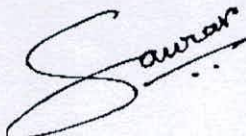
Hitachi policy requires all employees to read this letter, which has been delivered to you in duplicate. Please read this document carefully and return one (1) signed copy to Hitachi confirming your acceptance of the terms of this letter.

Please also find enclosed in duplicate Hitachi Consulting Confidentiality Agreement. Upon reading this document thoroughly please return a signed copy with your signed Letter of Employment.

Your employment is contingent upon your agreement to sign and abide by Hitachi's rules of conduct, other employee-related agreements, any applicable handbook, and Hitachi's policies relevant to you, including its business ethics policies. These documents will be presented during your orientation or, if requested, they will be available to you in advance.

We are confident that you will find working with Hitachi to be a rewarding experience both professionally and personally.

Yours sincerely,



Sourav Prakash Mohapatra
Senior Director, Human Resources

Acceptance of Employment Offer

Signature_____
Sathish G

Date_____
Date



HITACHI

Inspire the Next

Annexure B

I, Sathish G, hereby agree that my employment with Hitachi Vantara Software Services India Private Limited ("Hitachi") is contingent upon successful verification of my background verification. I have supplied all background and educational information to Hitachi in my employment application, to the best of my knowledge and will cooperate if any further information is required. Hitachi reserves the right to end my employment agreement with me should the results of my background check are not successful.

Your employment is provisional with the Company, unless you complete your relevant degree with an aggregate of 70% marks (including your final examination). Upon receiving the final degree or provisional certificate from your academic institution, you will submit the same within two (2) weeks to the Company.

Signature:

Name: Sathish G

Date:



Offer of Employment

13th May 2022.

Dear Pranjal Lahiri,

Thank you for investing your time to pursue an opportunity with "**Pigeon Education Technology**". We are pleased to offer you an employment opportunity as "**Academic Mentor**" with **Pigeon Education Technology, Bangalore**.

Your employment shall commence with effect on 18th May, 2022. Following are the terms and conditions connected with your employment:

CTC & Benefits:

You will receive a compensation package of **Rs. 5,00,000/-** per annum (**50% fixed and 50% variable pay**). The breakup of the CTC and benefits applicable to you is as per **Annexure A**.

You are expected to treat this information and any changes made therein from time to time as personal and confidential and never discuss with other employees as deemed fit by the organization norms

Apart from this you (Not Family) will be entitled to a **comprehensive health insurance** under the group insurance medical and insurance benefit plan of the company from time to time. The same will be discussed on the date of induction

The CTC policy at **Pigeon Education Technology** is completely performance driven and thus solicits utmost confidentiality on the part of the employee and the company.

Retirement:

You will retire in the normal course from the services of the Company on attaining the age of superannuation, which is at the end of the month following your 58th birthday.

Pigeon education Technologies, No.293/154/172, Outer Ring Road,
Kadubeesanahalli, Bengaluru, Karnataka 560103
www.odaclass.com

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

**ANNEXURE 'A' –
SALARY**

COMPONENTS	PER MONTH	PER ANNUM
Basic Salary	11,092	1,33,104
House Rent Allowance	5042	60,504
Conveyance Allowance	1600	19,200
Medical Allowance	1250	15,000
Special Allowance	1184	14,208
Variable Pay (50%)	20,168	2,42,016
Gross Salary to an Employee	40336	4,84,032
Employee Deduction		
Provident Fund Employer	1331	15,972
Cost to Company (CTC)	41,666	5,00,000

(Note: Employee PF, Professional Tax and TDS will be applied on CTC as per the Income tax rules and regulations)

For and on behalf of the Management
Authorized Signatory

I hereby accept all the above
Signature



Kusuma

Ms. Kusuma
Human Resource Manager
Pigeon Education Technology, Bangalore.

Pigeon education Technologies, No.293/154/172, Outer Ring Road,

Kadubeesanahalli, Bengaluru, Karnataka 560103

www.odaclass.com

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

HARMAN INTERNATIONAL (INDIA) PRIVATE LIMITED

Salarpuria Sattva Knowledge Court

Office-I, Wing 'A' & 'B' 6th floor, Plot No. 9, Phase I,

Doddenakkundi Industrial Area, Bearing Khata Sl. No. 299 old No.62, Situated at
Survey No. 77, Doddenakkundi Village, K.R. Puram Hobli, Bangalore East Taluk,
Bangalore -560048, Karnataka.

Tel : +91.80.4330.6300 ; Fax : +91.80.4097.6806

Web : www.harman.com

Feb 3, 2022

Ms. Neha Prashanth

#28,4TH CROSS ROAD ,NEAR AIRD EDUCATIONAL CENTRE ,VIDYAPEETA, BANGALORE-560085

Dear Neha Prashanth,

We are pleased to offer you an opportunity to join us as an employee of Harman International (India) Private Limited ("Harman India" or the "Company") located at our **Bangalore** office.

Your designation will be **Associate Engineer,SW. You will be in Grade 9.** Your Initial place posting will be **HARMAN India – Bangalore.**

Compensation: Your Annual Total Pay will be **INR 5,00,000/-**. Your remuneration package includes your Basic Salary and various Allowances as per the Company compensation guidelines. A summary breakup of the components in your remuneration package has been provided in the Annexure. Your compensation will be subject to deduction of tax at source as per statutory regulations.

Joining Bonus: You will also receive a one-time joining bonus of **INR 50,000/-**. It would be paid in two instalments. First 50% of the total bonus will be with 6th payroll, the second 50% would be with 12th payroll. Kindly note that in the event of your separation from the organization, on or before 1 (one) year from your date of joining, you will be required to re-pay the Eligible Amount to the organization. In the event of failure to repay, the Company reserves the right to recover the same including from any another payments due to you by the Company. Your joining bonus will be subject to deduction of tax at source as per statutory regulations.

Date of reporting: Your date of joining Harman India will be **15-Feb-2022**. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company. In case you need to extend your joining date please communicate the same to us. You are required to report to the Human Resource Department to complete your joining formalities. Please note that the terms of this offer (including the terms contained in the Annexures hereto) are strictly confidential between you and the Company. This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before 31 OCT 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.

Travel Expense Limit: At the time of relocating to your base location, you would be eligible for travel expense reimbursement (One way) up to a maximum total of INR 10000. Travel could be by road/train/air for self.

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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

Annexure

Compensation Breakup- Neha Prashanth

Compensation components		INR (per month)	INR (per Annum)	Rationale
Basic	Basic Pay	16667	200000	40% of Total Fixed Pay
	House Rent Allowance	6667	80000	40% of Basic Pay
	Flexi Benefit Package	14948	179380	Balance of Salary
	Fixed Sal (A)	38865	466380	
Retirals	Provident Fund	2000	24000	12% of Basic. (Employer's contribution)
	Gratuity	802	9620	4.81% of Basic
	Statutory Benefits - (B)	2802	33620	
	Base Salary (A+B)	41667	500000	

S2011

Please note that your compensation is confidential and should not be discussed with anyone except your Human Resources Head /Manager of Harman International (India) Pvt Ltd.

You will be covered by the Payment of Gratuity Act, 1972.

Please refer to the value proposition annexure for details on various benefits offerings in addition to your compensation offered above.

Acceptance of Offer

I, **Neha Prashanth**, hereby confirm acceptance of the above-mentioned offer of employment on the terms and conditions as specified above. I shall join services on **15-Feb-2022**.



Signature

Date : 03/02/2022


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

HARMAN INTERNATIONAL (INDIA) PRIVATE LIMITED

Salarpuria Sattva Knowledge Court
Office-I, Wing 'A' & 'B' 6th floor, Plot No. 9, Phase I,
Doddenakkundi Industrial Area, Bearing Khata Sl. No. 299 old No.62,
Situated at Survey No. 77, Doddenakkundi Village, K.R. Puram Hobli,
Bangalore East Taluk, Bangalore -560048, Karnataka.
Tel : +91.80.4330.6300 ; Fax : +91.80.4097.6806
Web : www.harman.com



Feb 2, 2022

Ms.Sindhu N
SLN COMPLEX, 6TH MAIN ,SADASHIVNAGAR, TUMKUR-572102

Dear Sindhu N ,

We are pleased to offer you an opportunity to join us as an employee of Harman International (India) Private Limited ("Harman India" or the "Company") located at our **Bangalore** office.

Your designation will be **Associate Engineer,SW. You will be in Grade 9.** Your Initial place posting will be **HARMAN India – Bangalore**

Compensation: Your Annual Total Pay will be **INR 5,00,000/-** . Your remuneration package includes your Basic Salary and various Allowances as per the Company compensation guidelines. A summary breakup of the components in your remuneration package has been provided in the Annexure. Your compensation will be subject to deduction of tax at source as per statutory regulations.

Joining Bonus: You will also receive a one-time joining bonus of **INR 50,000/-**. It would be paid in two instalments. First 50% of the total bonus will be with 6th payroll, the second 50% would be with 12th payroll. Kindly note that in the event of your separation from the organization, on or before 1 (one) year from your date of joining, you will be required to re-pay the Eligible Amount to the organization. In the event of failure to repay, the Company reserves the right to recover the same including from any another payments due to you by the Company. Your joining bonus will be subject to deduction of tax at source as per statutory regulations.

Date of reporting: Your date of joining Harman India will be **15-Feb-2022**. In the event of your failing to do so, the offer made herein shall stand withdrawn, unless the reporting date is extended and communicated to you in writing by the Company. In case you need to extend your joining date please communicate the same to us. You are required to report to the Human Resource Department to complete your joining formalities. Please note that the terms of this offer (including the terms contained in the Annexures hereto) are strictly confidential between you and the Company. This offer and the subsequent employment is contingent upon you successfully clearing your degree and submitting all relevant documentation on or before 31 OCT 2022. Any failure to do within the prescribed duration shall result in termination of your employment with immediate effect.

Travel Expense Limit: At the time of relocating to your base location, you would be eligible for travel expense reimbursement (One way) up to a maximum total of INR 10000. Travel could be by road/train/air for self.

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Bangalore-560 057



Annexure

Compensation Breakup- Sindhu N

Compensation components		INR (per month)	INR (per Annum)	Rationale
Basic	Basic Pay	16667	200000	40% of Total Fixed Pay
	House Rent Allowance	6667	80000	40% of Basic Pay
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	Gratuity	802	9620	4.81% of Basic
	Statutory Benefits - (B)	2802	33620	
	Base Salary (A+B)	41667	500000	

Sindhu

Please note that your compensation is confidential and should not be discussed with anyone except your Human Resources Head /Manager of Harman International (India) Pvt Ltd.

You will be covered by the Payment of Gratuity Act, 1972.

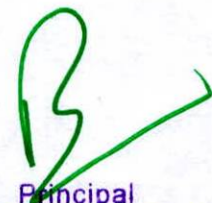
Please refer to the value proposition annexure for details on various benefits offerings in addition to your compensation offered above.

Acceptance of Offer

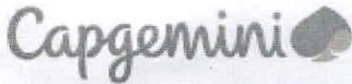
I, **Sindhu N**, hereby confirm acceptance of the above-mentioned offer of employment on the terms and conditions as specified above. I shall join services on **15-Feb-2022**.

Signature

Date



Principal
Sapthagiri College of Engineering
Chikmagalur, 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: 1439272

Letter of Intent ("LOI")

Dear Yoga D L,

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.

Principal
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.

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 1439272**
- 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 1439272**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1439272**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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

ANNEXURE 1

Yoga D L

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
Chikmagalur, Hesaraghatta Road,
Bangalore-560 057



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol 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: 1436437

Letter of Intent ("LOI")

Dear Amrutha R,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

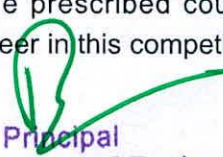
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive 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.


Principal
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.

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 1436437**
- 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 1436437**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1436437**

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

ANNEXURE 1

Amrutha R
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.

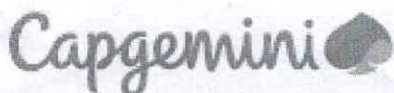
For & On Behalf of Capgemini

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



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 (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: 1435272

Letter of Intent ("LOI")

Dear Akshay N 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

Principal
 Sapthagiri College of Engineering
 Chikmagalur, 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 1435272**
- 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 1435272**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1435272**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring


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

ANNEXURE 1

Akshay N 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


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Chikmagalur, 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: 2336181

Letter of Intent ("LOI")

Dear Nahusha K N,

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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 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 2336181**
- 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 2336181**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2336181**

Thanking you,


Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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ANNEXURE 1

Nahusha K N
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


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Chikmagalur, Hesaraghatta Road,
Bangalore-560 057



APPOINTMENT LETTER

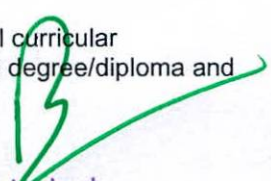
March 31, 2022

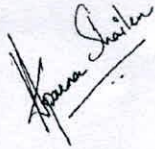
Dear Yashwanth R,

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


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Bangalore-560 057



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal

Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polycycleclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. 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: Yashwanth 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
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600

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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- 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:

- The special bonus is subject to:

you being "active" in the services of the company through to retention date as applicable


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Bangalore-560 057

☒ Accept

☐ Decline

☒ **Signature** Yashwanth R 31/3/2022 8:32 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

24209091



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



APPOINTMENT LETTER

March 31, 2022

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

I Ujwal P G, 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: Ujwal P G

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- 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:**


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Chikmagalur - 560 057

& 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** Ujwal P G 31/3/2022 11:05 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

24209466


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



LEADERS IN TECHNOLOGY TRAINING

SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

18/04/2022

To,
Ganavi N H
8296472295
Dept of EEE
Sapthagiri college of Engineering
Training and Placement under CSR

Dear Ganavi N H

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 09TH 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.

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068

Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

Principal

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

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 6th 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



APPOINTMENT LETTER

April 5, 2022

Dear Sumanth J,

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.

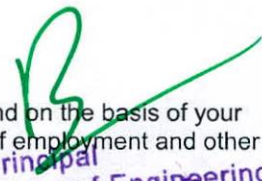
1. Appointment Details:

- 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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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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. 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: Sumanth J

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

Total Cost to Company per annum**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- 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:

- 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

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 Sumanth J 5/4/2022 5:48 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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Chikmagalur, Hesaraghatta Road,
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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

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6-Feb-2022

Sub: Offer of Employment**Dear Mujahid husain**

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.

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

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

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

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

For Harman Connected Services Corporation India Pvt. Ltd.

Subhajit Ghosh
Senior Manager, Talent Acquisition

Enclosed Annexures:

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

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

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

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Annexure 2: Compensation Break-Up Detail

Name:	Mr Mujahid husain
Designation:	Associate Engineer - Product Development
Grade:	9A
Gross Salary	500,000
Base Salary	500,000

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

Pre-tax Take Home

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

Note:

- 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

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

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 Bangalore-560066, Karnataka, India
 ☎ +91(80)3307 1000
 📠 +91(80)3307 2000



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1-Feb-2022

Sub: Offer of Employment

Dear DIVYA N R

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 **7th April 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.

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

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- 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.

(Handwritten signature)
Principal,
Srinagar College of Engineering
Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

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
Chittasandra, Hesaraghatta Road,
Bangalore-560 057

Annexure 2: Compensation Break-Up Detail

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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

Name:	DIVYA N R
Designation:	Associate Engineer - Product Development
Grade:	9A

Gross Salary	500,000
Base Salary	500,000

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

Pre-tax Take Home

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

Note:

- 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



Mindtree

A Larsen & Toubro Group Company

Date: 22-Apr-2022

To

Chandana Vasanth
INDIA

Dear Chandana Vasanth,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

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

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

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

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

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

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

Principal

Sapthagiri College of Engineering

Chandana Vasanth
Chandana Vasanth (Apr 23, 2022 09:04 GMT+5:30)
Chandana Vasanth, Hesaraghatta Road,
Bangalore-560 057

Mindtree Ltd T : 91 80 6706 4000
RVCE Post, Mysore Road F : 91 80 6706 4100
Bangalore 560 059 W : www.mindtree.com

Candidate No: TN/80030328/22



Mindtree

A Larsen & Toubro Group Company

2.3. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.4. The period of Orchard Learning Programme is for 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities:

- a) 10th, 12th and graduation (all semesters) mark sheets originals;
- b) Degree completion/provisional certificate original;
- c) Pan card original;
- d) Aadhaar card original; and
- e) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus.offers@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function

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

Chandana Vasanth

Chandana Vasanth [Apr 23, 2022 09:04 GMT+5.5]



Mindtree

A Larsen & Toubro Group Company

Enclosed: Annexure to your offer of employment

Acceptance of the Offer

I, **Chandana Vasanth**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<u>Chandana Vasanth</u> <small>Chandana Vasanth (Apr 23, 2022 09:04 GMT+5.5)</small>
Your Name in Capital letters	CHANDANA VASANTH

Annexure 1

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

Name : Chandana Vasanth
Salary Grade : C1
Designation : ENGINEER
Stipend : INR 26,000 per month.

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

- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.


You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for **2022 - 2023** is as follows

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 600,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,500,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T : +91 80 6706 4000
F : +91 80 6706 4100
W : www.mindtree.com

Candidate No: TM000302832


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



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : Chandana Vasanth

Salary Grade : C1

Designation : ENGINEER

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

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

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

Chandana Vasanth

Chandana Vasanth (Apr 23, 2022 09:04 GMT+5.5)

Mindtree Ltd T +91 80 6706 4000
RVCE Post, Mysore Road F +91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No. T01800001628722

Principal

4

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



12) Workplace Etiquettes

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

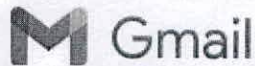
Agreed and Accepted

Signature : Chandana Vasanth

Date : Apr 23, 2022

W www.mindtree.com

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



ankith sharma <ankith0407.o@gmail.com>

Offer Letter from No Broker Technologies Pvt Ltd.

1 message

Champak B V <champak.bv@nobroker.in>
To: ankith0407.o@gmail.com

10 May 2022 at 14:56

Dear Ankith,

Hearty Congratulations !!

NoBroker team is looking forward to you being part of the NoBroker family as "Senior Customer Service Executive L-3" for the "Outbound" team. Your confirmed date of joining is **11-May-22**".

As discussed, Your annual CTC will be **4,08,096/-** per annum. **(3,00,096+1,08,000)**.

The detailed salary break-up of your Total CTC will be mentioned in your offer letter which will be shared via darwinbox in a separate email within your joining date.

PFA file to accept the same FYR.

As part of the process, you need to accept the offer by acknowledging this email.

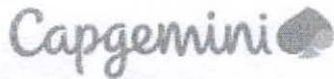
Please find the checklist documents to be kept ready (**Soft Copy only**) **before your DOJ** for smooth onboarding.

- 1. Education Documents** (10th, 12th, Graduation/Post Graduation)
- 2. Employment Documents (If Applicable)**
 - Relieving Letter / Experience Letter of all Companies
 - Last Company 3 months Salary Slip / Bank Transaction.
- 3. Cancelled Cheque / Bank Pass book Front page**
- 4. ID Proof** (Aadhaar, PAN, Voter ID & Driving License)
- 5. 1st dose vaccination certificate is mandatory.**

Important Note:

- 1. No leaves will be provided during training and probation till next 3 months.**
- 2. NoBroker follows a 6-day working policy, Week Offs will be Rotational and Fridays, Saturdays and Sundays are compulsory work-days.**
- 3. A meal allowance is a benefit extended by the company free of cost as part of the employee benefits program. For accounting purposes, a value of INR 2500 is additionally added to the gross salary of the employee over and above the gross salary agreed upon with the respective employee. Employee's take-home remains the same as committed to them prior to onboarding.**
- 4. As per your confirmation, you have a Laptop/Desktop with strong Internet connectivity, which won't be a hindrance during the Work process.**
- 5. In case any employee resigns then he/she needs to serve 1 month notice period to the company, or payment in lieu of notice is applicable.**
- 6. Any kind of documents found missing / non-reliable will lead to immediate revoke of the offer letter.**
- 7. This is a work from office opportunity, hence you are supposed to report to office for Onboarding formalities on the day of your joining and have to be regular from office on an everyday basis (WORK FROM OFFICE). Our onboarding meeting starts at 10:30 AM sharp on the date of joining. If failed to report on time, your onboarding will be considered on hold and it will be rescheduled to the next available day as per the confirmation received from the concerned HR.**
- 8. Employees are expected to follow the dress code policy:**
 - Mon-Thur - Formals are compulsory
 - Fri-Sun - Casuals are allowed

Regards,
Champak
HR Executive - Talent Acquisition



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: 1362326

Letter of Intent ("LOI")

Dear Anusha H,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**. , (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

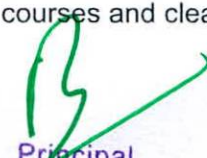
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear


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

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature



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

ANNEXURE 1

Anusha H
Analyst and A4

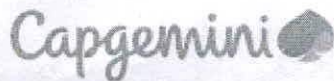
You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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


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Chikmagalur, Hesaraghatta Road,
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Capgemini Technology Services India Limited
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Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1445607

Letter of Intent ("LOI")

Dear CHAITRA N,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**. , (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

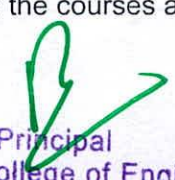
The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear


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Chikmagalur, Hesaraghatta Road,
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the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,


Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature



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

ANNEXURE 1

CHAITRA N

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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
Chikmagalur, Hesaraghatta Road,
Bangalore-560 057



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

3 messages

Chandana D R <chandana.pavagada@gmail.com>
To: sapthagiriplacements@gmail.com

Mon, Jun 13, 2022 at 5:37 PM

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

From: **Chandana D R** <chandana.pavagada@gmail.com>
Date: Fri, 10 Jun, 2022, 1:10 pm
Subject: Re: GET programme on boarding at NTTF- Dharwad
To: xeroxitorme@gmail.com <xeroxitorme@gmail.com>

On Thu, 9 Jun, 2022, 2:44 pm Divakar Y V, <DivakarYV@nttf.co.in> wrote:

Dear Chandana 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 07th 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 1st 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 1st 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.


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

Required Documents.

- 1) Educational Certificates -10th 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

Peenya Industrial Area

Bengaluru - 560058

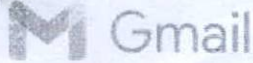
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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

1 message

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

Sat, Jun 11, 2022 at 1:00 PM

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

From: **Divakar Y V** <DivakarYV@nttf.co.in>
Date: Thu, Jun 9, 2022 at 2:48 PM
Subject: GET programme on boarding at NTTF- Dharwad
To: umadevim2468@gmail.com <umadevim2468@gmail.com>
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Umadevi. M,

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 07th 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 1st 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 1st 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 to our centre.


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

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



Nettur Technical Training Foundation

23/ 24, II Phase

Peenya Industrial Area

Bengaluru - 560058

www.nttfttrg.com

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Fwd: GET programme on boarding at NTTF- Dharwad

Nikhilgowda J s Nikhilgowda J S <nikhilgowdajsnikhil481@gmail.com>
To: sapthagiriplacements@gmail.com

Mon, Jun 13, 2022 at 4:15 PM

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

From: **Divakar Y V** <DivakarYV@nttf.co.in>

Date: Thu, 9 Jun 2022, 2:49 pm

Subject: GET programme on boarding at NTTF- Dharwad

To: nikhilgowdajsnikhil481@gmail.com <nikhilgowdajsnikhil481@gmail.com>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Nikil Gowda J S,

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 07th 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 1st 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 1st August 2022 at 10 am and bring all your original documents as mentioned .

GET Program Details

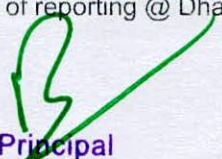
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Bangalore-560 057

- 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

cid:image001.png@01D7C6AA.23ABF190

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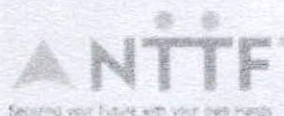
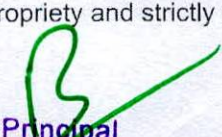
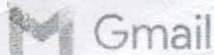


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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

Priyanka R <priyankaraj15052000@gmail.com>
To: sapthagiriplacements@gmail.com

Fri, Jun 10, 2022 at 3:22 PM

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

From: Divakar Y V <DivakarYV@nttf.co.in>
Date: Thu, 9 Jun 2022, 14:58
Subject: GET programme on boarding at NTTF- Dharwad
To: Priyankaraj15052000@gmail.com <Priyankaraj15052000@gmail.com>
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Priyanka 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 07th 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 1st 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 1st August 2022 at 10 am and bring all your original documents as mentioned.

GET Program Details


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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 -10th 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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Bangalore-560 057

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

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Peenya Industrial Area

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Bangalore-560 057



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

1 message

Rakshitha. T. K. <rakshitharakshi1924@gmail.com>
To: sapthagiriplacements@gmail.com

Mon, Jun 13, 2022 at 4:11 PM

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

From: Divakar Y V <DivakarYV@nttf.co.in>
Date: Thu, 9 Jun 2022, 2:59 pm
Subject: GET programme on boarding at NTTF- Dharwad
To: rakshitharakshi1924@gmail.com <rakshitharakshi1924@gmail.com>
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Rakshitha 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 07th June 2022 , your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

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GET Program Details

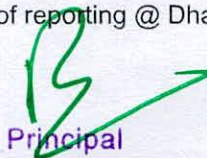
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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

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- 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

cid:image001.png@01D7C6AA.23ABF190

Nettur Technical Training Foundation

23/ 24, II Phase

Peenya Industrial Area

Bengaluru - 560058

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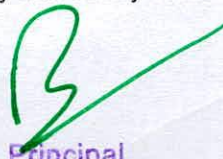
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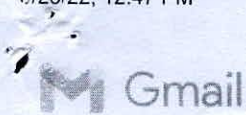
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Bangalore-560 057



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

Sai Teja R <saitejar2216@gmail.com>
To: sapthagiriplacements@gmail.com

Thu, Jun 23, 2022 at 9:49 AM

SAI TEJA R

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

From: Sai Teja R <saitejar2216@gmail.com>
Date: Mon, 13 Jun 2022, 4:14 pm
Subject: Fwd: GET programme on boarding at NTTF- Dharwad
To: <sapthagiriplacements@gmail.com>

SAI TEJA R

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

From: Divakar Y V <DivakarYV@nttf.co.in>
Date: Thu, 9 Jun 2022, 3:00 pm
Subject: GET programme on boarding at NTTF- Dharwad
To: saitejar2216@gmail.com <saitejar2216@gmail.com>
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Sai Teja 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 07th June 2022, your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.


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Principal
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Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

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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

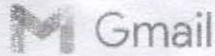
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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

Spoorthi. N _dodmane <spoorthispoo2462@gmail.com>
To: "sapthagiriplacements@gmail.com" <sapthagiriplacements@gmail.com>

Thu, Jun 23, 2022 at 9:44 AM

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

From: Divakar Y V <DivakarYV@nttf.co.in>
Date: Thu, Jun 9, 2022, 3:01 PM
Subject: GET programme on boarding at NTTF- Dharwad
To: spoorthispoo2462@gmail.com <spoorthispoo2462@gmail.com>
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Spoorthi N,

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 07th 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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Chikbasandra, Hesaraghatta Road,
Bangalore-560 057



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

1 message

1SG18EE065 Roopashree. S <roppa138@gmail.com>
To: sapthagiriplacements@gmail.com

Mon, Jun 13, 2022 at 4:12 PM

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

From: Divakar Y V <DivakarYV@nttf.co.in>

Date: Thu, 9 Jun 2022, 3:02 pm

Subject: GET programme on boarding at NTTF- Dharwad

To: roppa138@gmail.com <roppa138@gmail.com>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Roopa Shree S,

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 07th 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 1st 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 1st August 2022 at 10 am and bring all your original documents as mentioned.

GET Program Details

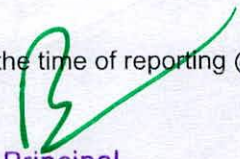
1. An Amount of Rs.15000/- Stipend will be paid during the first 12 months of your training period.
2. An Amount of Rs.18,000/- Stipend will be paid during the on the job training period for 6 months i.e after completion of 12 months (13 – 18 Months).
3. An Amount of Rs. 26,000/- CTC per month will be 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 -10th to Highest degree (All Semesters)
- 2) Aadhar and PAN card copy


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Sapthagiri College of Engineering
Chiklasandra, 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.

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

Peenya Industrial Area

Bengaluru - 560058

www.nttftg.com

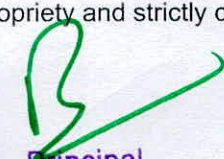
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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

Srinivas T G <srinivastg2000@gmail.com>
To: Sapthagiriplacements@gmail.com

Thu, Jun 23, 2022 at 9:54 AM

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

From: Divakar Y V <DivakarYV@nttf.co.in>
Date: Thu, 9 Jun, 2022, 3:03 pm
Subject: GET programme on boarding at NTTF- Dharwad
To: srinivastg2000@gmail.com <srinivastg2000@gmail.com>
Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Srinivas T,

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 07th 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 1st 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 1st August 2022 at 10 am and bring all your original documents as mentioned .

GET Program Details

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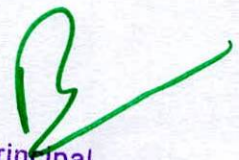
You are hereby required to submit the scan copy of all the documents.

Detailed offer letter will be provided upon your original certificates verification at the time of reporting @ Dharwad.

Required Documents.

- 1) Educational Certificates -10th to Highest degree (All Semesters)
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- 5) Recent Passport size photo 3

Kindly note the address of the venue and contact numbers. In case of any queries or doubts you may reach out to us.


Principal
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Chikmagalur, Hesaraghatta Road,
Bangalore-560057

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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Nettur Technical Training Foundation

23/ 24, II Phase


Peenya Industrial Area

Bengaluru - 560058

www.nttftrg.com

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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: GET programme on boarding at NTTF- Dharwad

3 messages

Sathish D G <sathishsathya8147976481@gmail.com>

Mon, Jun 13, 2022 at 4:15 PM

To: "sapthagiriplacements@gmail.com" <sapthagiriplacements@gmail.com>

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

From: Divakar Y V <DivakarYV@nttf.co.in>

Date: Thu, Jun 9, 2022, 4:00 PM

Subject: GET programme on boarding at NTTF- Dharwad

To: sathishsathya8147976481@gmail.com <sathishsathya8147976481@gmail.com>

Cc: Suma Hiremath <suma.h@sapthagiri.edu.in>, Geetha Bali <GeethaB@nttf.co.in>

Dear Sathish D 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 07th June 2022 , your onboarding and training will be at our centre located in DTC – Dharwad, Karnataka.

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Bangalore-560 057

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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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Principal
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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057



Date:24/06/2022


To
Mr. Lohith T K
Bangalore
Karnataka

Dear Mr. Lohith

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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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

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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Bangalore-560 057




photographs and photocopy of the passport. You shall produce the original 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.


Sarjay 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: LOHITH.T.K

Signature: Lohith.T.K

Date: 04-July-2022.



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



Date:24/06/2022


To
Ms. Sahana H Uchil
Bangalore
Karnataka

Dear Ms. Sahana

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.


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Bangalore-560 057

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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



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.

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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.

Principal

Sapthagiri College of Engineering

Chikkasandra, Hesaraghatta Road,

Bangalore-560 057

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.

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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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Sapthagiri College of Engineering

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: SAHANA H UCHIL

Signature: Sahana

Date: 28-08-2022


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

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

APPOINTMENT ORDER

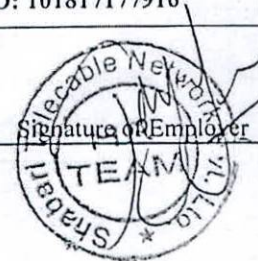
FORM "Q"
(See Rule 24 (9A))

1.	Name and address of the Establishment	CAPGEMINI 6B ECOSPACE (CBRE) Capgemini Technology Services, Ground, 1st, 2nd & 3rd Floor at Block 6B, Primal Projects Private Limited SEZ, Pritech Park, Bangalore, Karnataka-560103
2.	Name and address of the Employer	Shabari Telecable Network Pvt Ltd #112, Shabari Bhavan, H Colony 1st Stage, 1st Cross, Indiranagar, Bangalore-560038.
3.	Name of the Employee	Shankara H N
4.	His / Her Postal Address	S/O H S Nanjuda, No,450, 8th Cross, , 3rd Main, 2nd Phase, 1st Stage, Manjunathanagara , Bangalore North , BANAGALORE, BANGALORE Pin Code : 560010
5.	His / her Permanent Address	S/O H S Nanjuda, No,450, 8th Cross, , 3rd Main, 2nd Phase, 1st Stage, Manjunathanagara, Bangalore North , BANAGALORE, BANGALORE Pin Code : 560010
6.	Father's / Husband's Name	Nanjunda H S
7.	Date of Birth / Age	15/May/2000
8.	Date of His / Her entry into employment	23/May/2022
9.	Designation	MST
10.	Nature of work entrusted to him	Facility Management
11.	His / Her serial number in the Register of Employment	2205083
12.	Rates of Wages payable to him / her as on	a) Basic : 14,021.00 b) VDA : 2,233.00 c) Statutory Bonus : 1,377.00 d) Leave Wages : 2,006.00 e) Other Allowances if any / : 4,609.42 TOTAL : 24,246.42
13.	E.S.I. Number	5348131936
14.	P.F. Account Number	PY/KRP/35123/27362 UAN NO: 101817177916

Place : Bangalore

Date : 21/05/2022

Accepted by
Shankara HN
Signature of the Employee

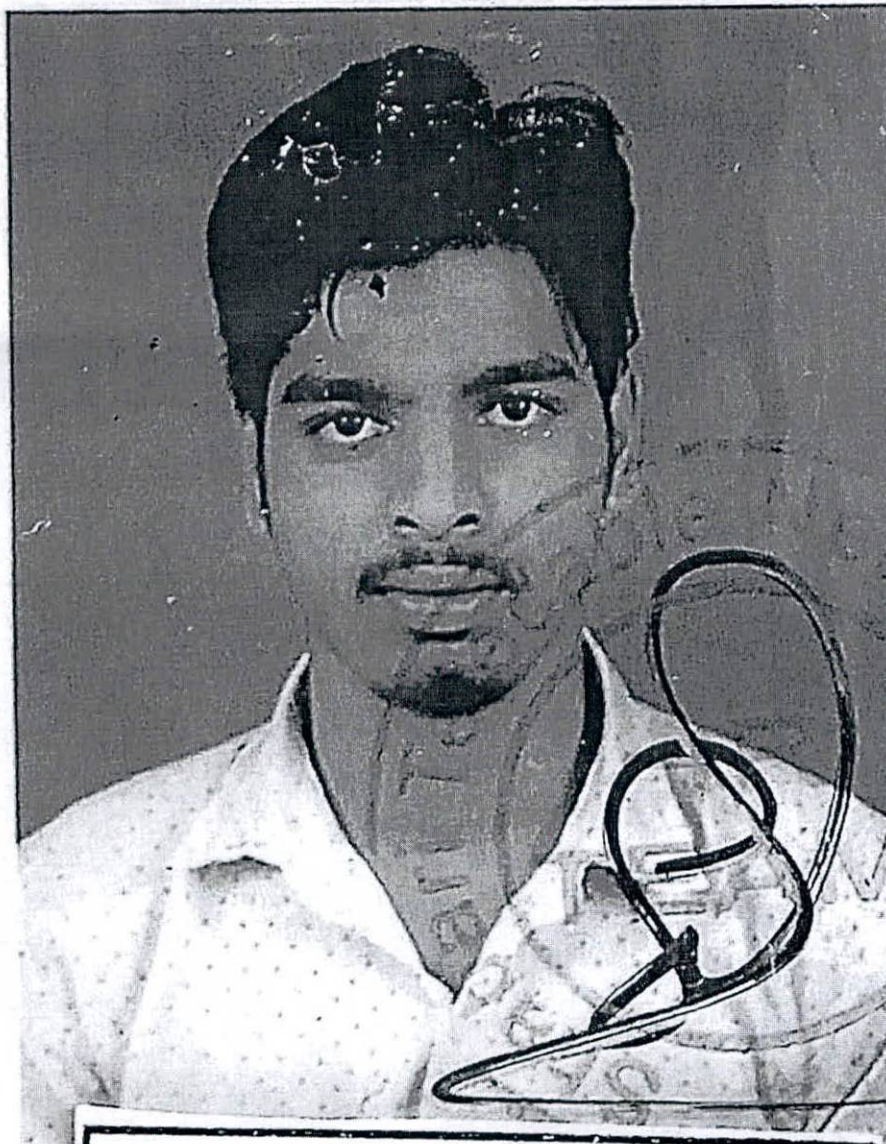


B
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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057



SHABARI

Telecable-Network - PVT LTD



Shankara H N

MST-2205083

Documents Uploaded:

none

Signature / LTI of Registered Employee / IP :

Syapana H N

Mobile Number : 9742672437

Attach Your Family Photograph Here (Attested and



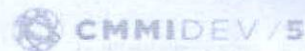
NOTE:

1. Please keep this printout for future reference and bring this along with your Photo ID for all your Claim Benefits and Medical benefits.
2. Employer to please affix employee and his family photo here and attest with official stamp across.



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Bangalore-560 057



30-05-2022

Ref: SSL/HR /APPT

Naveen Kumar C V

No.77

Duo heights layout 4th Cross Begur road, D.C Halli

KARNATAKA, Bangalore, 560068

Dear Naveen Kumar C V

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.

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(ii) You shall abide by the Rules and Regulations applicable to you, which are in force as may be framed and / or amended from time to time. Your hours of work and attendance shall be regulated as per duties entrusted to you from time to time.

(iii) You shall keep the terms of your employment confidential. You shall keep us informed of any change in your present residential address, contact numbers, your civil status, and academic / professional qualifications

(iv) Please note that the communication forwarded to you at your present address as given by you in your application form shall be deemed to have been correctly served unless any change in address is duly communicated in writing.

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

(vi) If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed any relevant material facts, your employment is liable to be terminated any time without any notice or compensation in lieu thereof.

18. The Company reserves the right to review and modify or cancel the terms of employment when deemed necessary.

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software 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.

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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
Gross Ctc	370060	30838
Provident Fund	21600	
Gratuity	8340	
Cost To Company	400000	
Mediclaim Insurance	11400	
Total Cost To Company	411400	

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.


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