

Date: October 14, 2021

Ref: LTI/HR/EN3/Campus/2022

Name: Ayushman Srivastava

College: Saptagiri College Of Engineering (SCE)

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Ayushman Srivastava,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.30000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.ltinfnotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.


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


9. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.
10. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.
11. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in '**Annexure-4**'.
12. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining.

If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.

Signature and Date



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

ANNEXURE-1

Name : Ayushman Srivastava		Date : October 14, 2021
Grade : GA2		
COMPONENTS	Rs. (P. M.)	
Stipend	30000	

Medical Insurance Premium

The Group Mediclaim Policy of Company covers trainee, employee and Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Trainees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.


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Bangalore-560 057

ANNEXURE-2

Eligibility Criteria for Engineering - Year 2022 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2022)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: <ul style="list-style-type: none"> • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA <ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate(of all courses) must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed at the time of the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2022 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Training phase:	* The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization


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

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement
6. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my current interview process.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____


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

ANNEXURE-3

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.


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

ANNEXURE-4		
Name : Ayushman Srivastava Date : October 14, 2021		
Salary Grade : GE2		
Components	Rs. p.a.	Rs. p.m.
Basic		15000
Bouquet of Benefits		23800
A. Base Salary (PA)	465600	38800
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	465600	
Provident Fund (PF)	21600	1800
Gratuity	8658	722
Mediclaime Premium	6773	
D. Retirals & Other Benefits	37031	
Cost to Company (CTC) C+D	502631	


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 Chikkasandra, Hesaraghatta Road,
 Bangalore-560 057

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.


 Principal
 Sathagiri College of Engineering
 Chikabasandra, Hesaraghatta Road,
 Bangalore-560 057

Date: October 14, 2021

Ref: LTI/HR/EN3/Campus/2022

Name: Shashwat Seth

College: Saptagiri College Of Engineering (SCE)

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

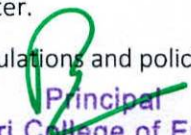
Dear Shashwat Seth,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.30000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
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5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

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Bangalore-560 057


9. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.
10. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.
11. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-4'.
12. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining.

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.

Signature and Date


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

ANNEXURE-1

Name : Shashwat Seth	Date : October 14, 2021
Grade : GA2	
COMPONENTS	Rs. (P. M.)
Stipend	30000

Medical Insurance Premium

The Group Mediclaim Policy of Company covers trainee, employee and Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Trainees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.


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ANNEXURE-2

Eligibility Criteria for Engineering - Year 2022 Batch	
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Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2022)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
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Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• No active/live backlogs allowed at the time of the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2022 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization


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Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement
6. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my current interview process.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____


Principal
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Bangalore-560 057

ANNEXURE-3

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.


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

ANNEXURE-4		
Name : Shashwat Seth Date : October 14, 2021		
Salary Grade : GE2		
Components	Rs. p.a.	Rs. p.m.
Basic		15000
Bouquet of Benefits		23800
A. Base Salary (PA)	465600	38800
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	465600	
Provident Fund (PF)	21600	1800
Gratuity	8658	722
Mediclaime Premium	6773	
D. Retirals & Other Benefits	37031	
Cost to Company (CTC) C+D	502631	


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 Bangalore-560 057

Medical Insurance Premium:

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Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

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Principal
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Bangalore-560 057

Date: October 14, 2021

Ref: LTI/HR/EN6/Campus/2022

Name: Vivek Singh Kushwaha

College: Saptagiri College Of Engineering (SCE)

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Vivek Singh Kushwaha,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.35000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
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6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

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If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Director - Campus
Recruitment, Learning
& OD

I have read the letter and accept the same.

Signature and Date



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

ANNEXURE-1

Name : Vivek Singh Kushwaha		Date : October 14, 2021
Grade : GA1		
COMPONENTS		Rs. (P. M.)
Stipend		35000

Medical Insurance Premium

The Group Mediclaim Policy of Company covers trainee, employee and Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Trainees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.


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ANNEXURE-2

Eligibility Criteria for Engineering - Year 2022 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2022)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate(of all courses) must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• No active/live backlogs allowed at the time of the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2022 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization


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Sapthagiri College of Engineering
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Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement
6. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months from the date of my current interview process.

Candidate Signature: _____

Name: _____

Institute Name: _____

Mobile No: _____


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ANNEXURE-3

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the Graduate Engineer Trainee Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.


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<u>ANNEXURE-4</u>		
Name : Vivek Singh Kushwaha Date : October 14, 2021		
Salary Grade : GE1		
Components	Rs. p.a.	Rs. p.m.
Basic		21000
Bouquet of Benefits		25960
A. Base Salary (PA)	563520	46960
Annual Incentive	40000	
B. Total Variable (PA)	40000	
C. Total Target Cash (A+B)	603520	
Provident Fund (PF)	30240	2520
Gratuity	12121	1010
Mediclaime Premium	6773	
D. Retirals & Other Benefits	49134	
Cost to Company (CTC) C+D	652654	


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Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESI policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

Internship Offer Letter

Mr.Nandana S Hegde

#284, 10th Main,
8th Cross, Near MEI ground,
Bagalagunte
Bangalore-560073

Dear Nandana ,

Consleague Consulting Private Limited is happy to offer you an internship with us. The start date and the duration of the internship shall be notified to you at the earliest. The compensation for the period of internship will be a monthly allowance of **Rs. 10,000/- only** (Rupees Ten Thousand Only).

The period of internship will be treated as a probationary period. Upon successful completion of your internship, you will be joining us as a permanent employee for the role of **Junior Associate** tentatively from **1st July 2022** You will be working from our Bangalore Office.

Consleague Consulting is a globally focused software consulting, development and services Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner your career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies and capabilities you would be an invaluable addition to the team. Please endorse your acceptance by duly signing the duplicate copy of this letter, scan and email it to us at the earliest. Should you need any further information or assistance while making your decision, please feel free to call/email our HR with any questions.

Welcome to the Consleague Consulting Family!

Yours Sincerely,

For Consleague Consulting Pvt. Ltd.



Mohan Elango
Executive Director
17th September 2021



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

8. General Conditions a) Your working hours, weekly offs, periods of work, public holidays, leave rules etc., will be governed by the rules and regulations of the Company. b) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining. c) You will be covered by Consleague Consulting Employee's Intellectual and other rules as applicable from time to time. d) The terms of the employment shall be governed by the laws of India and Courts in Bangalore shall have exclusive jurisdiction.

9. Past Records If any declaration or information furnished or given by you to the company proves to be false or forged, you will be liable to be removed from service without any prior notice or compensation whatsoever.

10. Offer Validity This offer will expire in 7 working days if not acknowledged by you.

Acceptance of Offer:

I, _____ hereby confirm that I wish to accept this offer and acknowledge that I have read and understood the General Terms and Conditions of employment.

Signature: _____

Name: _____

Date: _____

Place: _____


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Chikkasandra, Hesareghatta Road.
Bangalore-560 057

ANNEXURE 2

GENERAL TERMS and CONDITIONS OF EMPLOYMENT

- 1. Workplace** You are initially appointed to work in our office in Bangalore/online during your internship. Post which you will be stationed in our Bangalore office. You may be later transferred or required to travel to Coimbatore for Company's business/training at the discretion of the Company.
- 2. Hours of Work** The standard working hours will be from 09:30 AM to 06:30 PM with 45 minutes break for lunch, Monday to Friday. When work demands, at times of meeting deadlines, you will be required to work overtime, in lieu of which payment will not be made. Sometimes you may be required to work on weekends or on holidays. A compensatory day off will be given in lieu of this.
- 3. Transfers** Though you have been engaged for a specific position, the company can transfer your services from one location to another, one department/entity to another, one shift to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc., anywhere in India or abroad depending on the exigencies of the business.
- 4. Responsibilities** You are required to perform effectively to achieve required results. Your performance will be periodically reviewed, and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the company reserves the right to take appropriate disciplinary action up to and including termination of your employment.
- 5. Retirement** You will retire from the services of the company on reaching the age of sixty. The date of birth as recorded at the time of employment will be considered for this purpose. The company however will have a right to retire you earlier from the services of the company any time after attaining the age of Fifty-Five, if it is of the opinion that you are not medically fit enough to perform your duties efficiently and effectively, an early retirement such as this may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.
- 6. Notice of Separation/Termination** The company can terminate your services by giving a notice of 30 days in writing. However, the individual should provide 3 months' written notice before termination. The Company, however, reserves its right to terminate your employment by giving you salary for 30 days in lieu of the notice.
- 7. Conflict of Interest** Your position with the Company calls for your whole-time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without prior written consent from the Company during your tenure of association with the company.

114



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Sahana A <sahanaa1401@gmail.com>
To: sapthagiriplacements@gmail.com

Tue, Dec 21, 2021 at 5:29 PM

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

From: **Campus HR Team** <wipro+email+28huc-276444c16b@talent.icims.com>
Date: Tue, 12 Oct 2021, 2:34 pm
Subject: Wipro Campus Update_LOI
To: <sahanaa1401@gmail.com>

October 12, 2021

Dear Sahana A ,
Resume Number - 22767052

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

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

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

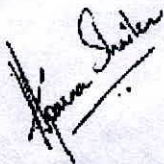
Kindly note this letter of intent shall be followed by a letter of appointment from us.

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

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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to sahanaa1401@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=5D7222767052&contactId=13012138>

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115

Fwd: Wipro Campus Update_LOI

1 message

Harshitha pv <harshithapv8@gmail.com>

Tue, Dec 21, 2021 at 8:49 PM

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

I am Harshitha PV
Ise 7th sem
Usn - 1SG18IS039

Forwarding the LOI which I have received from wipro.

Thanking you

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

From: **Campus HR Team** <wipro+email+28htj-af0a3cbcb1@talent.icims.com>

Date: Tue, Oct 12, 2021, 2:34 PM

Subject: Wipro Campus Update_LOI

To: <harshithapv8@gmail.com>

October 12, 2021

Dear Harshitha PV ,
Resume Number - 22767069

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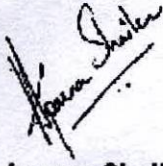
Principal
Sapthagiri College of Engineering
Chittasandra, Hesaraghatta Road,
Bangalore-560 057

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,



Apama Shailen
General Manager - Human Resources

This message was sent to harshithapv8@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Poornima J <poornimaj02@gmail.com>
To: sapthagiriplacements@gmail.com

Tue, Dec 21, 2021 at 4:17 PM

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

From: **Campus HR Team** <wipro+email+28hn0-c2b115aa8e@talent.icims.com>
Date: Tue, Oct 12, 2021, 2:32 PM
Subject: Wipro Campus Update_LOI
To: <poornimaj02@gmail.com>

October 12, 2021

Dear POORNIMA J ,
Resume Number - 22766917

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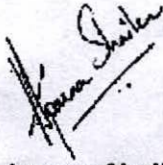
Kindly note this letter of intent shall be followed by a letter of appointment from us.

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

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

Yours sincerely,

For Wipro Limited,



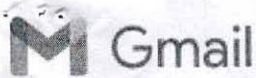
Apama Shailen
General Manager - Human Resources

This message was sent to poornimaj02@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

117

Fwd: Wipro Campus Update_LOI

1 message

Shreyas M.K <shreyasmk.mathur@gmail.com>

Tue, Dec 21, 2021 at 3:29 PM

To: sapthagiriplacements@gmail.com

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

From: **Campus HR Team** <wipro+email+28j2j-f4af74224d@talent.icims.com>

Date: Tue, 12 Oct 2021 at 2:49 PM

Subject: Wipro Campus Update_LOI

To: <shreyasmk.mathur@gmail.com>

October 12, 2021

Dear Shreyas Kaushik ,
 Resume Number - 21376101


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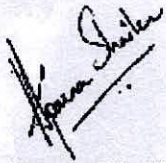
Kindly note this letter of intent shall be followed by a letter of appointment.

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


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

Yours sincerely,


For Wipro Limited,



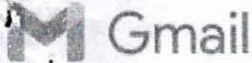
Apama Shailen
General Manager - Human Resources

This message was sent to shreyasmk.mathur@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=368D21376101&contactId=13012138>

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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Mahadevi N C <mahadevinc2000@gmail.com>

Tue, Dec 21, 2021 at 8:50 PM

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

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

From: **Campus HR Team** <wipro+email+28htn-02a5c6fc4d@talent.icims.com>

Date: Tue, 12 Oct, 2021, 2:34 pm

Subject: Wipro Campus Update_LOI

To: <mahadevinc2000@gmail.com>

October 12, 2021

Dear MAHADEVI N C ,
Resume Number - 22767067

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


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 and to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.


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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to mahadevinc2000@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=556222767067&contactId=13012138>

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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

VANSHIKA SINGH <vanshika.meethi2306@gmail.com>

Tue, Dec 21, 2021 at 3:49 PM

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

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

From: **Campus HR Team** <wipro+email+2a3j2-c50dff8728@talent.icims.com>

Date: Thu, 14 Oct, 2021, 6:51 pm

Subject: Wipro Campus Update_LOI

To: <vanshika.meethi2306@gmail.com>

October 14, 2021

Dear VANSHIKA SINGH ,
Resume Number - 22767070

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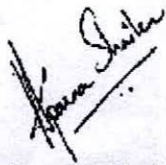
Kindly note this letter of intent shall be followed by a letter of appointment from us.

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


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

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to vanshika.meethi2306@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=399A22767070&contactId=13146800>

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Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road,
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120



APPOINTMENT LETTER

January 23, 2022

Dear Shreya .,

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.

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

3. Other Benefits:

You will also be eligible for:

I Shreya ., 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: Shreya .

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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Kumar Priyanshu <pp.5485pan@gmail.com>

Tue, Dec 21, 2021 at 5:19 PM

To: sapthagiriplacements@gmail.com

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

From: **Campus HR Team** <wipro+email+2a3j6-cbc5b63226@talent.icims.com>

Date: Thu, Oct 14, 2021 at 6:51 PM

Subject: Wipro Campus Update_LOI

To: <pp.5485pan@gmail.com>

October 14, 2021

Dear Kumar Priyanshu ,
Resume Number - 22767049

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.

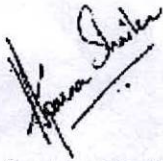

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Chittasandra, Hasaraghatta Road,
Bangalore-560 057

Yours sincerely,

12/23/21, 1:08 PM

Gmail - Fwd: Wipro Campus Update_LOI

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to pp.5485pan@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=877B22767049&contactId=13146800>

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Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

122

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: September 14, 2022**

Dear Hemanth Kumar K,
 #9A, Kondapura,
 Kamaganahalli, Gauribidnur,, Chikkaballapur,
 Karnataka, India, 561213

Dear Hemanth Kumar K,

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

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

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

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

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

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

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

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

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

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

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

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

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

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

www.hcltech.com

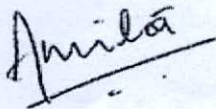
www.hcl.com

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.



Amrita Das
Senior Vice President
Head-Global Rewards

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. Pay-out against this component will be governed by the EPB policy (as amended from time to time) that is applicable to your employee group

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
-
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

- ✦ **Disclaimer:**
- ✦ *Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.*

The details for each component falling under these heads are explained as following:

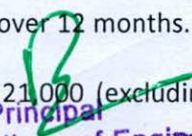
BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**


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Bangalore-560 057

Letter of Appointment as Graduate Engineer Trainee ("Agreement")

We have pleasure in appointing you as a Graduate Engineer Trainee and we welcome you to Larsen & Toubro Infotech Limited ("Company") with effect from **Sep 23, 2022** on the following terms and conditions

With reference to the offer of apprenticeship dated **Feb 24, 2022**, we have pleasure in offering you this contract of apprenticeship ("Agreement") appointing you as a Graduate Apprentice and welcome you to Larsen & Toubro Infotech Limited ("Company") with effect from **Sep 23, 2022** on the following terms and conditions. Your identification number will be **T0039755**.

1. REQUIREMENTS

- a) Your engagement as a 'Graduate Engineer Trainee' under this Agreement is subject to you:
- (i) being declared and remaining medically fit by a doctor and in this regard a medical check-up certificate may be required to be submitted by you to the HR department before joining the Company. The Company has the right to get you medically examined by a medical practitioner, during the Training Period (defined below). In case you are found medically unfit, the Company may, at its sole discretion, terminate your Training Period as per the provisions of clause 10 of this Agreement.
 - (ii) Conforming to the eligibility criteria mentioned in the Graduate Engineer Trainee Offer Letter issued to you.

Clear scan copy of mandatory documents as specified in the Graduate Engineer Trainee Offer Letter to be uploaded within one week on the Company portal.

2. PERIOD OF TRAINING

The Agreement shall be for a period of three (3) months from the Effective Date ("Training Period") and shall continue, subject to the terms of this Agreement unless terminated as per the provisions of clause 8 of this Agreement.

Your training will consist of classroom and/or on the job training.

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

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


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Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

LTI-Confidential



A Larsen & Toubro
Group Company

<u>ANNEXURE-2</u>		
SALARY CARD		
Name : Utkarsh Singh	Date : September 20, 2022	
Salary Grade : GE2	Location : L&T Infotech - Mahape	
Components	Rs. p.a.	Rs. p.m.
Basic		15000
Bouquet of Benefits		13515
Bonus		1750
A. Base Salary (PA)	363180	30265
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	363180	
Provident Fund (PF)	21600	1800
Gratuity	8664	722
Mediclaime Premium	10556	
D. Retirals & Other Benefits	40820	
Cost to Company (CTC) C+D	404000	

(Handwritten signature)

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Group Company

I have read and understood the terms and conditions of this Agreement in a clear and coherent manner. I have had the opportunity of obtaining a legal advice in connection with this Agreement and basis such advise I have made a well-informed decision to enter into this Agreement. I will report for training at _____ on: _____

Signature and Date
Utkarsh Singh

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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057
Group Company

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



Date: 22-Oct-2021

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

Dear Suhana,

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

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

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

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

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

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

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

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

Yours sincerely,

Dhirendra Nath

Senior Vice President – HRM

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

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

Signature:

Candidate Name

Date: 23-10-2021

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

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



APPOINTMENT LETTER

March 31, 2022

Dear Rahul ,

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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Chennai-600 084
Bangalore- 560 057

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

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

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Rahul, 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: Rahul

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

wd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

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

From: **Devika Rani** <devikarani.l@qspiders.com>

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

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

Hello Sir/Mam,

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

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

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

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

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

Regards

Devika

9513684738

Qspiders Incubation Team.



Reply Forward

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

Candidate Name	Mobile Number	Email ID	10th aggregate	12th aggregate	Degree CGPA	Degree stream	Degree college	Status
Anupriya S	9449528876	gowri.subash6@gmail.com	91.6	79.3	7.76	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	Selected
Likhith R	8861736440	Likhith225@gmail.com	85.92	63.85	6.89	Mechanical(ME)	Sapthagiri College of Engineering	Selected
Hemanth Kumar K	6362425025	hemanthk2207@gmail.com	84	80.83	7.81	Information Science(IS)	Sapthagiri College of Engineering	Selected
Bindu L	9738428709	bindulakshman11@gmail.com	95	89		Computer Science(CS)	Sapthagiri College of Engineering	Selected
Utkarsh Singh	6392491454	sutkarsh710@gmail.com	91.2	67.6	7	Information Science(IS)	Sapthagiri College of Engineering	Selected
Priyanka H S	9972142233	priyankahs2000@gmail.com	93.44	75.33	7.86	Mechanical(ME)	Sapthagiri College of Engineering	Selected
SUHANNA	9742448246	suhasnrv5979@gmail.com	94.83	85.83	9.03	Information Science(IS)	Sapthagiri College of Engineering	Selected
Archana.D	7975482978	kitkatlrv2712@gmail.com	88.32	86.83	7.88	Electronics & Communication(E&C)	Sapthagiri College of Engineering	Selected
Harshitha V	7892091808, 9739360814	harshithavkarkera182@gmail.com	96.32	93.5	8.5	Electronics & Communication(E&C)	Sapthagiri College of Engineering	Selected
Deepa B	9945168324	deepainchu@gmail.com	84	94		Electronics & Communication(E&C)	Sapthagiri College of Engineering	Selected
Rahul M ✓	9740947678	rahulm9740@gmail.com	76.96	82.33	7.5	Information Science(IS)	Sapthagiri College of Engineering	Selected
Doctor Babu C	807 311 5389	doctorbabu1111@gmail.com	64	53	7.2	Mechanical(ME)	Sapthagiri College of Engineering	Selected
Darshini A	8553008457	darshinianjanappa@gmail.com	95.04	86.67	8.29	Information Science(IS)	Sapthagiri College of Engineering	Selected
Priyanka V	9739068840	priyanka2000vm@gmail.com	92.48	78.83	8.82	Computer Science(CS)	Sapthagiri College of Engineering	Selected
Vasudha S N ✓	7892158841	vasudhanagraj12345@gmail.com	89.92	80.83	8.28	Information Science(IS)	Sapthagiri College of Engineering	Selected
Likhith.N	8618286831	likhith.gowda122200@gmail.com	93.28	84	7.15	Information Science(IS)	Sapthagiri College of Engineering	Selected
KIRAN KUMAR D	8151046031	kirankumard3658@gmail.com	85.66	85.76		Electronics & Communication(E&C)	Sapthagiri College of Engineering	Selected
Ranbir Kumar Singh	8217390470	officialranbir26@gmail.com	60	65	6.1	Electronics & Communication(E&C)	Sapthagiri College of Engineering	Selected
Upma Maurya	9935935397	upma.maurya0217@gmail.com	81.7	80		Computer Science(CS)	Sapthagiri College of Engineering	Selected
Aakash Waza	9682650197	wazaakash@gmail.com	86.45	71		Computer Science(CS)	Sapthagiri College of Engineering	Selected
Harshitha R	9740933099	harshuhamsa104@gmail.com	94.24	82.16	7.59	Information Science(IS)	Sapthagiri College of Engineering	Selected
Arathi M	7892630394	arathi.m.michael@gmail.com	98.4	85.5	7.62	Electronics & Communication(E&C)	Sapthagiri College of Engineering	Selected
Thanushree K	9448074174	thanushreekj@gmail.com	95.68	90.8	9.04	Computer Science(CS)	Sapthagiri College of Engineering	Selected
Deepthi Yadav G	9364060337	deepthiyadav112@gmail.com	96.96	91.92	8.1	Computer Science(CS)	Sapthagiri College of Engineering	Selected

Principal
Sapthagiri College of Engineering
Hesareghatta Road,
Bengaluru-560 057



ONEORIGIN INC.

NORWALK, CT | SCOTTSDALE, AZ | BANGALORE, INDIA

Thru PointOrgn Technologies India Pvt. Ltd. - a OneOrigin Company

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

POINTORGN TECHNOLOGIES INDIA PVT. LTD

Offer Summary

POSITION

Associate Software Developer

REPORTING MANAGER

Ketan I P I Senior Software Developer

LOCATION

Bangalore, India

WORK HOURS

Standard working hours

TOTAL COMPENSATION

₹4.28 lacs per annum

(details under Exhibit B)

JOINING DATE

August 1, 2022

Likith, Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both PointOrgn and yourself with respect to your employment conditions and is governed by the laws of the India Department of Labor. Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Exhibit(s), initialing each page in the bottom-right corner.

We look forward to welcoming you to the OneOrigin team and wish you a successful & rewarding career with us!

Sincerely,



Pavan B K

VP I Global Delivery & Operations

Greetings from the CEO!

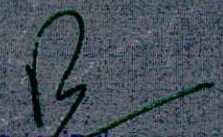
Likhith Nanjundaiah,

I am very excited about the prospect of you joining OneOrigin. Our employees are the true pillars of OneOrigin! We take swift action wherever necessary to be the Compassionate, Caring company you will ever find and of course, to ensure a safe working environment for everyone. You can rest assured that there is no place anywhere at OneOrigin for discrimination, harassment, unequal treatment or negative thinking. Together with you (hopefully), we will improve and build the kind of inclusive workplace that is essential to foster creativity and inspiration.

We look forward to hopefully working together and building 'The Next Big Thing'.

Abhinand Chincholi

President & CEO, OneOrigin Inc.


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

Your appointment will be effective on your joining date listed under the Offer Summary. To confirm your acceptance of this offer, you are required to:

- Respond via email to us within 2 business days to communicate acceptance of the offer and to confirm your joining date.
- Report to: **PointOrgn Technologies India Pvt. Ltd.** | #104, Third Floor, Infantry Techno Park, Infantry Road, Bangalore, on the date of joining at 10:30 AM. Please note that it is important to be on time to complete the joining formalities.



- On your joining date, please carry, the original and 1 photocopy of this letter duly signed and dated by you; 2 passport size photographs (in color against a white background), (iii) 1 set of photocopies of the following documents:
 - Three recent pay slips (if available)
 - Relieving Letter or Resignation Acceptance Letter from your most recent employer. If you have been employed for less than 1 year with the most recent employer, you must also bring a relieving letter or resignation acceptance letter from the prior employer. Include your Employee Number with all previous employers.
 - Proof of Identity: Bring any one of – Passport / Driving License / Aadhar / Voters ID Card
 - PAN card & Passport Copy

Likhith,

Thank you for your consideration and time during the interview process. I hope this offer of employment was helpful to you! Looking forward to seeing you at OneOrigin soon!

Pavan B K

ACCEPTANCE OF OFFER AGREEMENT

I, Likhith Nanjundaiah, acknowledge that I have read, understood and accept this offer as well as the terms and conditions contained in the attached Exhibit(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Likhith N

SIGNATURE

30/07/2022

DATE

STRUCTURE
Fixed Compensation

₹4,28,988

FIXED COMPENSATION DETAILS I MONTHLY

Basic Pay

₹9,800

HRA

₹4,900

Dearness Allowance

₹1,960

Medical Allowance

₹1,250

Conveyance Allowance

₹1,600

Leave Travel Allowance

₹2,940

Special Allowance

₹10,930

Total Monthly Gross Salary

₹33,380

Plus Employer Contribution for Medical Insurance

₹840


Plus Employer Contribution for Provident Fund

₹1529

Total Monthly CTC

₹35,749

*Actual Net salary is post deduction of PF Employer & Employee contribution and
also dependent on individual saving profiles & existing tax structures*


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



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

Date: 22-Oct-2021

Mr./Ms. Meghana.N,
Saptagiri,
India, Karnataka, 560057

Dear Meghana.N,

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

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

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

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

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

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

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

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

Principal

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

Signature: _____

Date: _____

Candidate Name

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

SLK Software Pvt. Ltd.,
SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
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Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

129



Date: 22-Oct-2021

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

Dear yashaswiniP,

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

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

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

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

Signature: _____

Candidate Name

Date: _____

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

B
Principal
Saptagiri College of Engineering
Chikkasandra, Hesarghatta Road,
Bangalore - 560057

SLK Software Pvt. Ltd.,
SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
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Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

130



Date: 22-Oct-2021

Mr./Ms. RAMYASHREE JOGI,
Saptagiri,
India, Karnataka, 560057

Dear RAMYASHREE JOGI,

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

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

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

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

Signature:

Ramya

Candidate Name

Date: 23-10-2021

B

Principal
Sri Chaitanya College of Engineering
Chikkasandra, Hosanghatta Road,
Bangalore-560 057

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,
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Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

Date: 22-Oct-2021

Mr./Ms. Sushmitha c,
Saptagiri,
India, Karnataka, 560057

Dear Sushmitha c,

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

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

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

- **Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.**
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The exact date of joining will be communicated to you at a later date.

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

name: Sushmitha c
Signature: *Sushmitha c*
Candidate Name

Date: 23-10-2021

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

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,
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Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.

T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

Date: 22-Oct-2021

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

Dear Ashray,

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

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

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

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

B

Principal
Saptagiri College of Engineering
Saptagiri, Hasaraghatta Road,
Bangalore-560 057

Signature: _____

Date: _____

Candidate Name

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

SLK Software Pvt. Ltd.,

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

133



Date: 22-Oct-2021

Mr./Ms. kb geeta,
Saptagiri,
India, Karnataka, 560057

Dear kb geeta,

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

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

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

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- Signing an agreement to serve the company for a period of 2 years from the date of joining.

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

Encl. 1. List of documents required at the time of joining SLK Software Pvt. Ltd.
I agree and accept the terms and conditions of my prospective employment as mentioned above.

KB Geeta

Signature:

KB Geeta
Candidate Name

Date: 24/10/2021

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

SLK Software Pvt. Ltd.,

SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.

T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

134



Date: 22-Oct-2021

Mr./Ms. Neha M P,
Saptagiri,
India, Karnataka, 560057

Dear Neha M P,

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

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

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

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
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- Signing an agreement to serve the company for a period of 2 years from the date of joining.

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

Signature:

Neha M P

Candidate Name

Date: 23-10-2021

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

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

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

135



Date: 22-Oct-2021

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

Dear Nilesh,

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

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

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

- Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.
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Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

Encl. 1. List of documents required at the time of joining SLK Software
I agree and accept the terms and conditions of my prospective employment as mentioned above.

Nilesh K H

Signature:

Candidate Name

Date: 23/10/2021

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



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Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.

T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921

Date: 22-Oct-2021

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

Dear Hrithik,

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

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

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

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

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

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

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

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

Yours sincerely,

Dhirendra Nath

Dhirendra Nath

Senior Vice President – HRM

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

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

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

Signature: _____

Date: _____

Candidate Name

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

Ref ID: DN-HR-INCL-050322-196

05-Mar-2022

Ms. Divya S Madival,

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

Confidential

Ref ID: DN-HR-INCL-050322-198

05-Mar-2022

Mr. K P Chandan,

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.

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For Desk Nine Pvt Ltd

Ananya C S
Head - HR


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

Confidential

Ref ID: DN-HR-INCL-050322-199

05-Mar-2022

Mr. Roshan Anegundi,

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.

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

For Desk Nine Pvt Ltd

Ananya C S
Head - HR



Confidential

Ref ID: DN-HR-INCL-050322-206

05-Mar-2022

Ms. Aanchal P Jain,

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.

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For Desk Nine Pvt Ltd

Ananya C S
Head - HR


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

Confidential

Ref ID: DN-HR-INCL-050322-210

05-Mar-2022

Mr. Anshul Kumar,

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**.

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- Scanned copy of proof of age and address, if different from those mentioned in passport or not having a passport.

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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, Hesareghatta Road,
Bangalore-560 057

Confidential

Ref ID: DN-HR-INCL-050322-216

05-Mar-2022

Mr. Ayush Srivastav,

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

Confidential

Ref ID: DN-HR-INCL-050322-218

05-Mar-2022

Ms. Minju A J,

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**.

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- Scanned copy of proof of age and address, if different from those mentioned in passport or not having a passport.

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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
Chikkagandra, Hesareghatta Road,
Bangalore-560 057

Confidential

Letter of Intent

December 27, 2021
Prajwal Patil
Sapthagiri College of Engineering, Bangalore

Dear Prajwal Patil,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

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

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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

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

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

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


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

Letter of Intent

December 27, 2021
KAVYA BHAT
Sapthagiri College of Engineering, Bangalore

Dear KAVYA BHAT,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 3.5 Lac per annum.

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

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexaversity, our Corporate University.

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

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

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

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


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

**Letter of Intent**

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

Dear Prateek Singh,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

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

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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

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

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

PRATEEK

**HEXAWARE TECHNOLOGIES LTD.**

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

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



147

Offer: Computer Consultancy**Ref: TCSL/DT20218073034/Bangalore****Date: 09/11/2021**

Ms. Gouthami V Kulkarni
Flat No.5, Sri Sai Apartments-61st Main Road,
Dollars Colony, Rmv 2nd Stage,
Bangalore-560094,
Karnataka.
Tel# -

Dear Gouthami V Kulkarni,

Sub: Letter of Offer

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

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

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

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

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

Principal

Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road, 1
Bangalore-560 057

TCS Confidential**TCSL/DT20218073034****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 3113 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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TCSL/DT20218073034

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	Gouthami V Kulkarni
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

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

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TCSL/DT20218073034

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



148

Offer: Computer Consultancy**Ref: TCSL/DT20218320917/Bangalore****Date: 09/11/2021**

Mr. Yashas S B
Royal Residence Boys Pg13th Cross,
A.G.B Layout,
Hesaraghatta Bangalore-560090,
Karnataka.
Tel# 91-9481227736

Dear Yashas S 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 &

Principal

Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road, 1
Bangalore-560 057

TCS Confidential**TCSL/DT20218320917****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

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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



[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

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

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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	Yashas S 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
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4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
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Principal
Sapthagiri College of Engineering
Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

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TCSL/DT20218320917

TATA CONSULTANCY SERVICES

WYDEHI 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



149

Offer: Computer Consultancy**Ref: TCSL/DT20218237763/Bangalore****Date: 09/11/2021**

Ms. Sparsha M N
#9Near Dk Enclave, Marappanapalya Road,
Bgs World School,
Bangalore-562123,
Karnataka.
Tel# -

Dear Sparsha M N,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. 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/DT20218237763**

Principal
Sapthagiri College of Engineering
Chikmagalur, Hesaraghatta Road, 1
Bangalore-560 057

TATA CONSULTANCY SERVICES

VYOMHIL RE-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7300 Fax: 91 80 2841 0114 Website: www.tcs.com

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

TCS Careers Service Line: 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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Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

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GROSS SALARY SHEET

Annexure 1

Name	Sparsha M N
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-560 057

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



150

Offer: Computer Consultancy
Ref: TCSL/DT20218470517/Bangalore
Date: 09/11/2021

Mr. Bharath R
140Near Chikka Aralimara, Sreekantapura,
Anchepalya,
Bangalore-560073,
Karnataka.
Tel# 91-9008864697

Dear Bharath R,

Sub: Letter of Offer

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

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

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

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

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

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Principal

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

1

VYDEHI: AC 1 BLOCK, 82, EPIP Whitefield, Bangalore
Tel: 80 67 4 2000 Fax: 91 80 2841 0144
TCS Career Service Line: 1800 209 3112 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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Principal
Sapthagiri College of Engineering
Chidambaram, Hesareghatta Road,
Bangalore-560 057



GROSS SALARY SHEET

Annexure 1

Name	Bharath 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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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114
Registered Office Normal Building, 9th Floor, Nariman Point, Mumbai-400021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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



151

Offer: Computer Consultancy
Ref: TCSL/DT20218351932/Bangalore
Date: 09/11/2021

Mr. Ankush L
9, Agraja 1st A Cross , 1st Main,
Ambabhavani Nagar , Near Sambram College,
Bangalore-560097,
Karnataka.
Tel# 91-9141675549

Dear Ankush L,

Sub: Letter of Offer

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

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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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Chikkasandra, Hesaraghatta Road,
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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	Ankush L
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
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		
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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.

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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

Principal

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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



152

Offer: Computer Consultancy**Ref: TCSL/DT20218256796/Bangalore****Date: 09/11/2021**

Ms. Tanu Raghav
Smq-140/5 , Air Force Station , ChimneyhillsHesaraghatta Road,
Opposite Sapthagiri College Of Engineering,
Bangalore-560090,
Karnataka.
Tel# 91-8951450804

Dear Tanu Raghav,

Sub: Letter of Offer

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

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

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

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TCS Confidential**TCSL/DT20218256796****Principal**

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

1

TATA CONSULTANCY SERVICES LIMITED

P.O. BOX 124, BLOCK 82, EPIP, Whitefield, Bangalore 560 075 India

Tel: 91 80 2 24 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 709 5111 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.

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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



[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

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

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



GROSS SALARY SHEET

Annexure 1

Name	Tanu Raghav
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
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Food Card	500	6,000
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Principal

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Bangalore-560 057

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

TCS Careers Serviceline: 1800 209 3117 Email: careers@tcs.com

Sapthagiri College of Engineering

Department of Training & Placement

Date: 24th November 2021

Ref: SCE/TPO/Results

REVATURE


Congratulations, for the following Students for successfully getting recruited by **Revature** in the Campus Recruitment drive conducted on **15th November 2021** with Package of Rs 4.00 To 6.00 Lacs Per Annum.

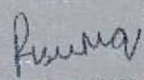
SL NO	NAME	BRANCH	YEAR OF PASS OUT
1	Yasha Niranjana	CSE	2022
2	Malikarjun V R	CSE	2022
3	Sanjana M	ISE	2022
4	Monisha R	ECE	2022
5	Megha S	ECE	2022
6	Mandara B	CSE	2022

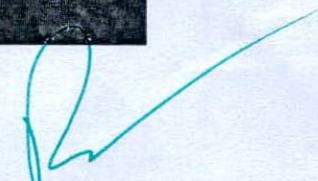
The Management wishes the selected students a successful corporate career ahead.

CC: Principal

HOD's of CSE, ISE & ECE


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


SUMA VISHWANATH
Group Head HRD
Sapthagiri College of Engineering
Sapthagiri Institute of Medical
Sciences & Research Centre


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

**16-Nov-2021
Bangalore**

Mr/Ms.Harshitha R,
#104,
DS Max Silverbell Apartment,
Kempgowdanagara,
Bangalore - 560091.

Dear Harshitha R

Sub: Offer Letter

Congratulations!

Subsequent to the discussions had with you by our team, we are pleased to offer you the position of **"Cx Cloud Developer Trainee."** in the Corporate Grade Band **"L1"** with a CTC of **INR 500000/-** effective **11-Jul-2022** at Bangalore location on the following terms and conditions.

The Following shall be the terms and conditions of your appointment:

- 1) You will be paid an Annual CTC of **INR 500000**, from the date of your joining the Company.
- 2) The Company reserves the right to depute/transfer you to any other location in India or abroad as the business demands and in consistence with the Company's interest.
- 3) You will have to maintain strict confidentiality of the Company's policies, strategies and technologies. Once the employment ceases you will return to the Company all papers & documents or other property relating to the business of the Company or its clients and you will not retain any copies or extracts there from.
- 4) As per our policy, you will be required to sign the Non-Disclosure Agreement (NDA)/Non-Compete Agreement with the Company.
- 5) Your appointment is also subject to the satisfactory background verification check report received based on the data provided by you. The background verification check is carried out simultaneously along with your joining with us.
- 6) The Company reserves the right to make a mandatory reference check from your previous

Regd. office:
Fortune Summit Business Park,
Plot No: 244, Hosur Main Road,
Bangalore – 560 068
INDIA

Page 1 of 3
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Sapthagiri College of Engineering
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Bangalore-560 057
Phone: +91 80 67 23 75 55
email: contact@crmit.com
web: www.crmit.com

employers. In addition, a background check may also be conducted from your previous

Employers and Educational Institutions. Depending on the credentials of such report the employment shall stand confirmed. Whereas in case of any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true

and/or misleading, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation.

- 7) You would be issued with formal appointment letter and along with the break – up of salary as applicable for your role upon joining.
- 8) We believe that you would be the best fit into CRMIT culture and confident that you will possess the capabilities that are required to deliver and play the role in career progression.
- 9) This offer would be valid till **18-Nov-2021** please revert with the signed scan copy of this Provisional offer letter. In case if you fail to inform us before the valid date, this would stand cancelled without any further intimation to you.

We welcome you and look forward to a long and mutually beneficial association.

Yours Sincerely,
For **CRMIT Solutions Private Limited**

SD/-
Vinod N Reddy
Managing Director

Date: 16-Nov-2021

This is an electronically generated document hence does not require a signature.

Accepted the terms and conditions of the offer and signed below

Harshitha R

Signature

Name: Harshitha R


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

Regd. office:
Fortune Summit Business Park,
Plot No: 244, Hosur Main Road,
Bangalore – 560 068
INDIA

Page 2 of 3
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email: contact@crmit.com
web: www.crmit.com

Annexure - 1

You are advised to bring the following documents/testimonials mentioned below (in original) for verification of records by HR, as your appointment will be subject to fulfillment of all required formalities.

- a) Date of Birth Certificate
- b) Education Certificates – 10th, 12th, Degree & Post Graduation
- c) Previous Experience Certificate(s)
- d) Appointment & Relieving Letter from recent two Employers
- e) Proof of Permanent and Present address
- f) 3 recent Passport size photographs
- g) PAN card
- h) Aadhar Card
- i) Copy of a valid Passport
- j) Salary Statement / Salary Certificate from Previous Employer



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

Regd. office:
Fortune Summit Business Park,
Plot No: 244, Hosur Main Road,
Bangalore – 560 068
INDIA

Page 3 of 3
HR-Confidential

Phone: +91 80 67 23 75 55
email: contact@crmit.com
web: www.crmit.com



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Birlasoft|| Letter of Intent

1 message

Vedika Amale <vedikar30@gmail.com>
To: sapthagiriplacements@gmail.com

Fri, Mar 11, 2022 at 2:09 PM

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

From: **Campus Team** <Campusteam@birlasoft.com>
Date: Wed, 3 Nov 2021, 13:51
Subject: Birlasoft|| Letter of Intent
To: vedikar30@gmail.com <vedikar30@gmail.com>

Classification: Internal

LETTER OF INTENT

Dear AMALE VEDIKA RAVINDRA
November 2021

Dated: 3rd

Congratulations! Subsequent to your interview and discussions with us, we are pleased to offer you appointment as **Trainee Engineer** with **Birlasoft Ltd.**

GENERAL TERMS AND CONDITIONS:

- Your CTC would be **INR 3.60 lakh per annum.**


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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

- On joining you would be required to sign a Service Agreement which is applicable to you for period of 2 years commencing from your date of joining. Additionally, you may be required to execute a service agreement of an appropriate value depending on your salary.
- Joining location and Date of joining would be communicated very soon.
- You may also be eligible for an Internship for a duration around 6 months or lesser based on project requirements which are dynamic in nature.

Based on the acceptance of this letter, a detailed appointment letter with the terms and conditions will be issued to you on the day of joining. Kindly note that the above terms are subject to change at the sole discretion of Company.

Your joining is subject to the satisfactory verification of the documents and details mentioned in your application form and/or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria. Deviation in any of this, would result in cancellation of your selection in the organization.

We look forward to having a long and fruitful relationship with you at Birlasoft Ltd., wish you all the best!

Yours sincerely,



Raihan Shahzada

Assistant Vice President- Talent Acquisition

For Birlasoft (India) Limited

Birlasoft.com



 ***** "This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which they are addressed. If you have received this email in error please notify the mail.admin@birlasoft.com immediately without opening the mail and attachment . Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the company. Finally, the recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email" *****

7 attachments



image001.jpg
61K


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 Sathagiri College of Engineering
 Chidambaram, Hesaraghatta Road,
 Bangalore-560 057



image002.gif
4K



156

PENTAGON SPACE
Mastering The Future

CSR Campus Drive -2022

Dear ASHMITA S R,

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: ASHMITA · S · R

College Name: Sapthagiri College of Engineering

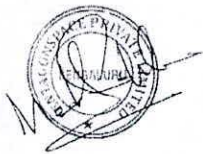
Branch: ISE

USN/ Reg Number: 1SG18ISO18

Date: 8/10/21


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


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

Stamp No: 765/2020PTC133021

Date : 08/10/2021

To,

Suma Madam
Sapthagiri College of Engineering
Bangalore - 560057



From

ASHMITA . S . R
Sapthagiri College of Engineering
Information Science Engineering
Bangalore - 560057

I am thankful to the placement department for giving an opportunity to take training in pentagon space CSR drive 2022. I took part in the placement drive in third year. It will be very helpful & encouraging to my carrier. I thank everyone for giving me this opportunity.

Thanking you

Yours faithfully

ASHMITA . S . R

1SG18ISO18

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



APPOINTMENT LETTER

February 23, 2022

Dear Likhith R,

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


1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to 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



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Chikkasandra, 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 polycycleclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

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

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Likhith 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
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

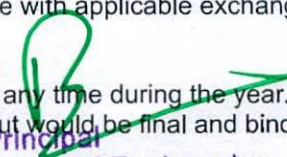
II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

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


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Chikito Sandra, 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 Likhith R 23/2/2022 12:33 PM

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

Registered Office:

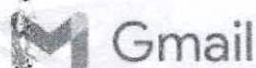
Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com


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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Re: Wipro Campus Update_LOI

1 message

bharath gowda <bharathgwda06@gmail.com>

Thu, Dec 23, 2021 at 1:39 PM

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

On Mon, 22 Nov 2021, 11:48 am Campus HR Team, <wipro+email+2nw74-e4729bb0b3@talent.icims.com> wrote:
November 22, 2021

Dear Bharath Gowda R ,
Resume Number - 23156259

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.

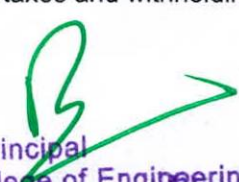
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	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 pre-condition to the issuance of offer of appointment.

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

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


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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

Please note the terms and conditions:

1. The special bonus is subject to

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

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

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

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



**Aparna Shailen
General Manager - Human Resources**

This message was sent to bharathgwda06@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=86C623156259&contactId=14751610>

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

159



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Vatsal Anand <vatsal12anand@gmail.com>

Fri, Dec 24, 2021 at 1:22 PM

To: Sheela B N_Sapthagiri College of Engineering <sapthagiriplacements@gmail.com>

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

From: **Vatsal Anand** <vattuanand@gmail.com>

Date: Thu, Dec 23, 2021, 11:40 PM

Subject: Fwd: Wipro Campus Update_LOI

To: Vatsal Anand <vatsal12anand@gmail.com>

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

From: **Campus HR Team** <wipro+email+2nyve-c5e9e39a58@talent.icims.com>

Date: Mon, Nov 22, 2021, 12:03 PM

Subject: Wipro Campus Update_LOI

To: <vattuanand@gmail.com>

November 22, 2021

Dear Vatsal Anand ,
Resume Number - 23160586

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 pre-condition to the issuance of offer of appointment.

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M. K. S. Road, Hesaraghatta Road,
Bangalore-560 057

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

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

Please note the terms and conditions:

1. The special bonus is subject to

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

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

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

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

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

6. You shall keep the contents of this letter confidential

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

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to vattuanand@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=F3CA23160586&contactId=14752877>

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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Prakhar Srivastava <prakhar8119@gmail.com>

Fri, Dec 24, 2021 at 2:05 PM

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

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

From: **Campus HR Team** <wipro+email+2nzaw-fd7e5827ea@talent.icims.com>

Date: Mon, Nov 22, 2021, 12:06 PM

Subject: Wipro Campus Update_LOI

To: <prakhar8119@gmail.com>

November 22, 2021

Dear Prakhar Srivastava ,
Resume Number - 23160559

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 pre-condition to the issuance of offer of appointment.

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

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

Please note the terms and conditions:

1. The special bonus is subject to

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

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

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

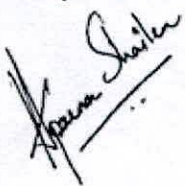
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

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

6. You shall keep the contents of this letter confidential

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

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



**Aparna Shailen
General Manager - Human Resources**

This message was sent to prakhar8119@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=599623160559&contactId=14752877>

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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Wipro Campus Update_LOI

1 message

Mansi Singh <mansiisingh99@gmail.com>

Thu, Dec 23, 2021 at 1:46 PM

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

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

From: **Campus HR Team** <wipro+email+2nxab-78408c3a52@talent.icims.com>

Date: Mon, 22 Nov 2021, 11:53

Subject: Wipro Campus Update_LOI

To: <mansiisingh.99@gmail.com>

November 22, 2021

Dear Mansi Singh ,
Resume Number - 23159320

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 pre-condition to the issuance of offer of appointment.

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

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End of Year 3	2,00,000- 2,50,000

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Bangalore-560 057

Please note the terms and conditions:

1. The special bonus is subject to

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

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

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

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

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

6. You shall keep the contents of this letter confidential

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

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



**Aparna Shailen
General Manager - Human Resources**

This message was sent to mansiisingh.99@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=294523159320&contactId=14752877>

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



162

Offer: Computer Consultancy
Ref: TCSL/DT20218191166/Bangalore
Date: 09/11/2021

Ms. Nagashree V S M V S M
Bangalore North 8th Mile,
Hesaraghatta Main Road,
Bangalore-560063,
Karnataka.
Tel# -9380594054

Dear Nagashree V S M V S M,

Sub: Letter of Offer

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

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

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

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

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

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Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

1

TATA CONSULTANCY SERVICES

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

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

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

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



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	Nagashree V S M V S M
Designation	Assistant System Engineer-Trainee
Institute Name	Sapthagiri College Of Engineering, Bangalore

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
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

Principal

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

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TATA CONSULTANCY SERVICES

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

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

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

TCS Careers ServiceLine: 1800 709 3111 Email: careers@tcs.com



163

Offer: Computer Consultancy

Ref: TCSL/DT20218364606/Bangalore

Date: 09/11/2021

Mr. Priyank Singh

17, Hanumanthe Gowder Main Road, Chikkasandra, Jalahalli Hanumanthe Gowder Main Road,
Near Sapthagiri College Of Engineering,
Bangalore-560090,
Karnataka.

Tel# 91-8881949632

Dear Priyank 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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TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore-560090

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

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

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

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Sapthagiri College of Engineering

Chikkasandra, Hesaraghatta Road,

Bangalore-560090



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



[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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Bangalore-560 057

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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	Priyank Singh
Designation	Assistant System Engineer-Trainee
Institute Name	Others

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

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Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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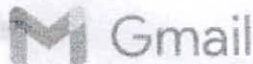
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

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

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

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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent 2022!

1 message

Arjun B R <arjunbr270@gmail.com>

Tue, Dec 7, 2021 at 1:19 PM

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

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

From: **Arjun B R** <arjunbr270@gmail.com>

Date: Sun, Dec 5, 2021, 2:27 PM

Subject: Fwd: Mphasis_Letter of Intent 2022!

To: ravi raja <ravirajba1962@gmail.com>

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Sun, Dec 5, 2021, 10:43 AM

Subject: Mphasis_Letter of Intent 2022!

To: arjunbr270@gmail.com <arjunbr270@gmail.com>

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

Ref.No- MPTH_CD2022-3886

Dear Arjun B R,

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

Greetings from Mphasis!!

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

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per annum,** which would be effective 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
Chikkasandra, Resuraghat Bus Stop
Bangalore-560057

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
Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

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Bangalore-560 057



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

165

Fwd: Mphasis_Letter of Intent 2022!

1 message

Bishak Dey <bishakdey@gmail.com>

Tue, Dec 7, 2021 at 12:31 PM

To: Sheela B N_Sapthagiri College of Engineering <sapthagiriplacements@gmail.com>

Bishak Dey LOI of Mphasis

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Sun, 5 Dec, 2021, 10:43 am

Subject: Mphasis_Letter of Intent 2022!

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

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

Ref.No- MPHTH_CD2022-3888

Dear Bishak Dey,

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.
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Principal

Sapthagiri College of Engineering

Chikmagalur, Kerasangatta Road,

Bangalore-560 057

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- 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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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 3:20 PM

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

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

Ref.No- MPHTH_CD2022-3904

Dear Meghashree D P,

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

Greetings from Mphasis!!

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

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
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Principal

Sapthagiri College of Engineering
Chennai-600 087
Bangalore-560 057

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Thanks and Regards

Mphasis – Campus Team


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

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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

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Bangalore-560 057

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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 3:21 PM

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From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Sun, Dec 5, 2021 at 10:44 AM
Subject: Mphasis_Letter of Intent 2022!
To: mk2210282@gmail.com <mk2210282@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3905

Dear Mithun Kumar H R,

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

Greetings from Mphasis!!

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

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Principal

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Chikkasandra, Hosur Road,
Bangalore-560 081

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Thanks and Regards

Mphasis – Campus Team


Principal
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Bangalore-560 057

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Sapthagiri College of Engineering
Chiklasandra, 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 3:21 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: nandinink1947@gmail.com <nandinink1947@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3906

Dear Nandini N K,

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

Greetings from Mphasis!!

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

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Principal
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Chittasandra, Hosuraghatta Road,
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Thanks and Regards

Mphasis – Campus Team


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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

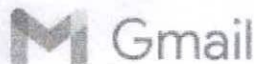
Land line : 080 - 28372800 / 801 / 802 / 803

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Principal

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Chikkasandra, Hesareghatta 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 3:22 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: nandini6451@gmail.com <nandini6451@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3907

Dear Nandini R,

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

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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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Sapthagiri College of Engineering

Chidambaram, Hosur Road,
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Thanks and Regards

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Suma Vishwanath
9663852582
Group Head - HRD
Sapthagiri College of Engineering
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Website : www.sapthagiri.edu.in
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Bangalore-560 057

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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 3:22 PM

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From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Sun, Dec 5, 2021 at 10:44 AM
Subject: Mphasis_Letter of Intent 2022!
To: neerajnaidu1718@gmail.com <neerajnaidu1718@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3908

Dear Neeraj 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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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent 2022!

1 message

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To: pradeep k <pradeep.k@sapthagiri.edu.in>
Cc: sapthagiriplacements <sapthagiriplacements@gmail.com>

Mon, Dec 6, 2021 at 3:22 PM

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From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Sun, Dec 5, 2021 at 10:44 AM
Subject: Mphasis_Letter of Intent 2022!
To: nikhilshetty665@gmail.com <nikhilshetty665@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3909

Dear Nikhil Shetty,

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

Greetings from Mphasis!!

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

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Principal

Sapthagiri College of Engineering

Hosur, Bangalore

Phone: 080-560 057

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Thanks and Regards

Mphasis – Campus Team


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Bangalore-560 057


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9663852582
Group Head - HRD
Sapthagiri College of Engineering
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Bangalore-560 057

172



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent 2022!

2 messages

Prajwal N_1sg18is078 <prajwalraj880@gmail.com>

Tue, Dec 7, 2021 at 1:10 PM

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

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Sun, Dec 5, 2021, 10:44

Subject: Mphasis_Letter of Intent 2022!

To: prajwalraj880@gmail.com <prajwalraj880@gmail.com>

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

Ref.No- MPHTH_CD2022-3912

Dear Prajwal N,

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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12/7/21, 1:15 PM

Gmail - Fwd: Mphasis_Letter of Intent 2022!

Tue, Dec 7, 2021 at 1:11 PM

Prajwal N_1sg18is078 <prajwalraj880@gmail.com>
To: sapthagiriplacements@gmail.com

[Quoted text hidden]

173



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent 2022!

1 message

Priyanka O <priyanka990426@gmail.com>

Tue, Dec 7, 2021 at 1:19 PM

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

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Sun, 5 Dec, 2021, 10:45 am

Subject: Mphasis_Letter of Intent 2022!

To: priyanka990426@gmail.com <priyanka990426@gmail.com>

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

Ref.No- MPHTH_CD2022-3915

Dear Priyanka O,

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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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 3:16 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: kalians2000@gmail.com <kalians2000@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3919

Dear S Kalifullah Dhameem Ansari,

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

Greetings from Mphasis!!

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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 3:15 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: sharathaithal12@gmail.com <sharathaithal12@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3921

Dear Sharath K R,

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

Greetings from Mphasis!!

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

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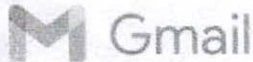
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Fwd: Mphasis_Letter of Intent 2022!

1 message

Sneha M <sneha07sana@gmail.com>

Tue, Dec 7, 2021 at 12:42 PM

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

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

From: **Sneha M** <sneha07sana@gmail.com>

Date: Tue, 7 Dec 2021, 12:42 pm

Subject: Fwd: Mphasis_Letter of Intent 2022!

To: monika.pam2000@gmail.com <monika.pam2000@gmail.com>

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

From: **Sneha M** <sneha07sana@gmail.com>

Date: Sun, 5 Dec 2021, 12:00 pm

Subject: Fwd: Mphasis_Letter of Intent 2022!

To: <veenabs06@gmail.com>

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Sun, 5 Dec 2021, 10:48 am

Subject: Mphasis_Letter of Intent 2022!

To: sneha07sana@gmail.com <sneha07sana@gmail.com>

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

Ref.No- MPHTH_CD2022-3929

Dear Sneha M,

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

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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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Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Mphasis_Letter of Intent 2022!

1 message

Spurthi shetty <shettyspurthiv@gmail.com>

Tue, Dec 7, 2021 at 12:53 PM

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

Spurthi V

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Sun, 5 Dec, 2021, 10:48 am

Subject: Mphasis_Letter of Intent 2022!

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

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

Ref.No- MPHTH_CD2022-3930

Dear Spurthi V,

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

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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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- 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
Chikmagalur, Hesareghatta Road,
Chikmagalur - 576005

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
Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

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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 3:11 PM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Sun, Dec 5, 2021 at 10:48 AM
Subject: Mphasis_Letter of Intent 2022!
To: sushmitha1106@gmail.com <sushmitha1106@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3931

Dear Sushmitha U,

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

Greetings from Mphasis!!

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

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
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Principal
Sapthagiri College of Engineering
Chikkagondra, Hesareghatta Road,
Bangalore-560 057

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Thanks and Regards

Mphasis – Campus Team


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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."


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



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

179

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 3:11 PM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Sun, Dec 5, 2021 at 10:48 AM
Subject: Mphasis_Letter of Intent 2022!
To: tejut5507@gmail.com <tejut5507@gmail.com>
Cc: suma.h@sapthagiri.edu.in <suma.h@sapthagiri.edu.in>

Ref.No- MPHTH_CD2022-3932

Dear Tejaswini T,

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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Bangalore-560 057

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Thanks and Regards

Mphasis – Campus Team


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Suma Vishwanath
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- 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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Bangalore-560 057

Warm Welcome

15/12/2021

Ms Anjan Gowda C

Applicant ID : 287121

Sri Ranganathaswamy nilaya 9th main 1st cross Bhuvaneshwari Nagar T Dasarahalli

Sub: Letter of Appointment

Dear **Ms Anjan Gowda C**

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

Sasken Technologies Ltd

139/25, Domlur, Ring Road, Bangalore 560071, India

Tel: +91.80.6694.3000 Fax: +91.80.2535.1133

www.sasken.com

Annexure 1

SALARY STACK UP SHEET

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

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


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

Compensation Structure (Take home)
Ms Anjan Gowda C

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



Principal

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

Warm Welcome

16/12/2021

Mr Sandeep Reddy
Applicant ID : 287136

#746,11th main,AGB layout,near sapthagiri hospital,hesaraghatta main road,bangalore,karnataka, 560057

Sub: Letter of Appointment

Dear **Mr Sandeep Reddy**

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

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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:

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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

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

Annexure 1

SALARY STACK UP SHEET


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


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

Compensation Structure (Take home)
Mr Sandeep Reddy

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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Principal



Principal

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

Warm Welcome

16/12/2021

Ms Prajwala K
Applicant ID : 287108
2239 1st floor 9th main e block rajajinagar Bengaluru-560010

Sub: Letter of Appointment

Dear **Ms Prajwala K**

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:

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

Annexure 1

SALARY STACK UP SHEET

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

Compensation Structure (Take home)
Ms Prajwala K

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BAND		Graduate Trainee	
VPP %		10	
Gross		37500.00	450000.00
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Principal

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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

Warm Welcome

15/12/2021

Mr SATYAM PATIDAR

Applicant ID : 287144

#3rd floor Ruthu Building ,near shardamba girls PG, chikkasandra, Bangalore, 560057

Sub: Letter of Appointment

Dear **Mr SATYAM PATIDAR**

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

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Chikkasandra, Heasaghatta Road
Bangalore-560 057

Annexure 1

SALARY STACK UP SHEET

Mr SATYAM PATIDAR	
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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 Chikabesandra, Hesaraghatta Road,
 Bangalore-560 057

Compensation Structure (Take home)
Mr SATYAM PATIDAR

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



 Principal

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 Chikmagalur, Hesareghatta Road,
 Bangalore-560 057

Warm Welcome

16/12/2021

Mr SUJAN RAVINDRA

Applicant ID : 287112

3,1st cross,SBM colony,Mathikere,Bangalore-560054

Sub: Letter of Appointment

Dear **Mr SUJAN RAVINDRA**

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

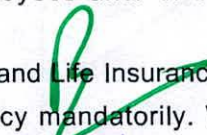
You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

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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Chikkasandra, Hesaraghatta Road,
Bangalore-560 057

Annexure 1

SALARY STACK UP SHEET

Mr SUJAN RAVINDRA	
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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 Bangalore-560 057

Compensation Structure (Take home)
Mr SUJAN RAVINDRA

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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Chikmagalur, Hesaraghatta Road,
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INTERNSHIP LETTER

Sub: INTERNSHIP Letter ("Agreement")

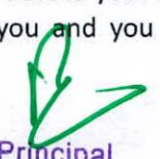
Dear Monika P,

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

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

1. Internship

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


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Bangalore-560 057



By InterviewBit

InterviewBit Software Services Pvt. Ltd.
(Earlier referred to as InterviewBit Software Services LLP)
CIN: U74999PN2021PTC201351
HD-005, We Work, Futura, Sr No 133 (P),
CTS No 49 M, Magarpatta Road, Kirtane Baugh,
Magarpatta, Hadapsar, Pune, Maharashtra - 411028.

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

Yours sincerely,

Anshuman Singh


Signature

Co-founder, InterviewBit Software Services Private Limited

Confirmation and Acceptance

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

Signature

Name: _____

Date: _____


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Bangalore-560 057

ANNEXURE 1: COMPENSATION DETAILS

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


Confirmation and Acceptance

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

Signature: _____

Name: _____

Date: _____


Principal
Sapthagiri College of Engineering
Chikkasandra, Hesarghatta 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

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Services

186

February 10, 2022

GIRISH L

SAPATHAGIRI COLLEGE OF ENGINEERING

Dear GIRISH

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:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- 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

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DECLARATION

I, **GIRISH L** S/o, D/O, W/O Lokesh T, having permanent address at #10,10th B cross,Defence Colony,Bagalagunte,Bengaluru-560028 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: GIRISH L
DATE: 11/02/2022
PLACE: Bengaluru


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

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February 10, 2022

NIKITHA B K

SAPTHAGIRI COLLEGE OF ENGINEERING

Dear NIKITHA

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

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 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

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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:

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.

DocuSigned by:

Nikitha B K

Signature: _____

NIKITHA B K

12-02-2022

Date: _____

[Signature]
Principal
Sapthagiri College of Engineering
Chikkasandra, Hesareghatta 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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Services

DECLARATION

I, **NIKITHA B K** S/o, D/O, W/O D/O Kirankumar B N, having permanent address
at Sri Gayathri Silk Palace, Doddapet, Tiptur-572201 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:
2E416432090745F...

NAME: NIKITHA B K

DATE: 12-02-2022

PLACE: Bangalore


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



188

Invitation Letter

Name: Chandana HC

Date: Tuesday, August 30, 2022

Dear Chandana HC,

We are glad to inform you that you are being invited to undergo a short-term fixed traineeship under the **Applicant Training Program (ATP)** in our organization.

This training program would be in two stages. Stage 1 will be a **classroom training (CRT) of 2 weeks**. Stage 2, will be an **On-the-Job Training (OJT) of 4 weeks**. Furthermore, only on successful clearing the assessments and minimum requirements of the **CRT stage**, you will be moved to the **OJT stage**.

Please note that this invitation does not guarantee you permanent employment at BYJU'S. This Agreement will automatically expire upon the completion of the term of the training program, unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. For example, if you do not clear the CRT (classroom training stage) based on assessments that you go through, your traineeship will be terminated after two weeks and you will be paid a prorated amount for those two weeks. The decision of the Company in this matter shall be final.

1. Training Program Details:

Training Role:	Applicant Trainee - Sales
Trainer:	Rahul Raj (TNL201605108)
Reporting Time:	9:30 AM
Classroom Training Location:	Byjus Bangalore - Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037
OJT Training Location:	Byjus - Bangalore
Role Location:	Bangalore - Kalyani Tech Park

2. Date of Enrollment: Your enrollment becomes effective from the date of joining the Applicant Trainee Program, which date shall be no later than **Tuesday, September 6, 2022**.

3. Term: The term of this training program would be for a period of 2+4 weeks, commencing from your date of enrollment. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. The decision of the Company in this matter shall be final.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over and above the 6 weeks) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-enrollment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer to you any position/ employment with the company on the expiry of this fixed-term traineeship Agreement. Any offer of employment, after completion of the 6-week training program, will be subject to satisfactory performance during training, qualification of all criteria - as determined by the central management from time to time - and the needs of the company from time to time.

The offer is also subject to the production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company.

7. Stipend: Your stipend for the entire duration of the training program of 6 weeks is INR 28,500 (Stipend) and per month stipend is INR 19000 (refer to the annexure for break up). For people whose training (CRT) location is different from the current base location (origin of travel to CRT location is different), an additional allowance of INR 6000 will be added to your stipend to defray a certain part of your travel and relocation expenses.

Payment Processing

The stipend shall be paid monthly on a pro-rata basis as per the number of days worked in the previous month. Travel & Relocation

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Chikkasandra, Hesaraghatta Road
Bangalore- 560 057

Allowance also shall be paid on the pro-rata basis after the joining along with the immediate next monthly payment of the stipend, given you have completed 14 days of classroom training on the date of payment of stipend.

Performance pay (incentives)

You will also be eligible for a performance pay of up to 10% of the total sales (confirmed revenue). In case of partial completion of the training program, the compensation would be adjusted on a pro-rata basis till the date of disqualification or the date of voluntary dropout. The above is subject to audit and any wrong/inappropriate/fake sale revenue will be removed from the calculations and will be excluded from confirmed revenue.

8. Deductions: The Company shall be entitled to deduct from the above stipend payable to you calculated on monthly basis, the following contractual, statutory, and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted taxes
- (c) Dues to Company including loans at source at the rates applicable; or
- (d) Any other applicable statutory deductions
- (e) PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned stipend.

The income tax liability with regards to your income and perks will be your liability and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned stipend, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable for you will be shared post your joining the training program.

10. Company Policies: You will be governed by the Company's policies, regulations, and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under the 'Policies' tab in your 'Service Platform Account' and/or the 'Applicant Training Program Handout' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. If you join the program from the 1st to the 15th of a month, you are entitled to get the leave credit for that month. If you join the program between the 16th to the end of the month, you are not entitled to the leave credit for that month. You will not be eligible for any other paid leaves during the Applicant Training Program.

12. Absence from duty: During the training program, if you take off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated as loss of pay days. You are expected to report to your department head on rejoining the duty after an absence and provide valid reasons for absence in writing before taking up training again. If you are absent from duty for more than 2* days (including paid and unpaid leaves/consecutive or cumulative), training will be discontinued due to automatic disqualification.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, needs to be read as 3 days, with no change to terms and conditions of Clause 11.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to disqualify your participation in the training program by giving you 48 hours' notice in writing, or by payment of 48 hours' stipend in lieu of such notice with or without cause. In the event you desire to opt-out of the training program, you will be required to give the Company 48 hours' notice in writing or 48 hours' stipend in lieu of such notice.

b) In the event of disqualification on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies or you are found to be absconding from the training program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

c) In the event of your exit from the Training Program, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the corresponding stipend amount in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be a part of the training program of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your association with the Company.

d) Trainee Certificate will be provided only on completion of the training period. If the resignation is initiated by you or you have been relieved as part of the Absenteeism policy, for violating the company policies, or for disciplinary issues during the training, you will not receive the certificate.

14. Confidential Information: During the training program, you may come into possession of information confidential to the Company and agree to keep confidential. Company's proprietary and confidential information obtained at any time during the period of your traineeship in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents, and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential

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Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material, and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free rights in such intellectual property in perpetuity to the Company. You shall not assert any right, title, or interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your traineeship with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to a breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material, and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your training program, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your traineeship or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your traineeship forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. During the course of your training, if you, at any time render yourself in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including, but not limited to warning, suspension or disqualification your candidature forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

f. You will keep the Company informed of any change in your residential address, your family status, or any other personal particulars relevant to your traineeship, as and when the change occurs.

g. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the applicant training program by the Company. Your traineeship with the Company shall be contingent upon you executing the said agreement.

h. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

i. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

j. This letter constitutes the complete understanding between you and the Company regarding the terms of your association with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your association. Any modification of this letter will be effective only if it is in writing, signed by both parties.

k. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your training contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter. We look forward to you joining the training program at the earliest. We are certain that as a participant of the training program, you will find

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

Registered Office: B06 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

189

OFFER & APPOINTMENT LETTER

Offer Release Date: September 3, 2022

Dear Hemanth P.T,
POOJA NILAYA WARD NO 23/18
KANNANDA BANE MADIKERI KODAGU, MADIKERI,
Karnataka, India, 571201

Dear Hemanth P.T,

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

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

You are requested to join us on **September 8, 2022** at 9:00 A.M at the following address **BengaluruSEZ-Tower2-GF**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

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

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

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

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

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

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

HCL Confidential

HCL

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

✦ **Disclaimer:**

✦ *Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.*

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**



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190

31-05-2022

Ref: SSL/HR /APPT

Uday Pratap

T-03, Krishna Sai homes

R.R layout, 2nd cross behind DRDO Township phase 2

KARNATAKA, Bengaluru, 560016

Dear Uday Pratap

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. Your leave 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 : 31-05-2022

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. 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.


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191

31-05-2022

Ref: SSL/HR /APPT

Bhupendra Chaturvedi

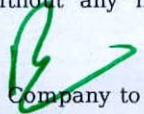
Gandhi Nagar, Muklieshpur Road ,Khalilabad

Uttar Pradesh , Khalilabad, 272175

Dear Bhupendra Chaturvedi

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.
13. This offer letter is being issued subject to the specific understanding that you have duly notified in your


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Bangalore-560 057



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CMMI DEV V5

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.

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

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

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software Limited
Christopher George Pereira

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 31-05-2022

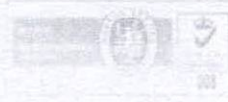
Encl:

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

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Bangalore-560 057



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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. 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.

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192
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31-05-2022

Ref: SSL/HR /APPT

Ananya Anand

Yadu Treasure Apartment, S201

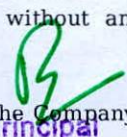
Varadharajaswamy Nagar, Vidyaranyapura Post

KAF TAKA, Bengaluru, 560058

Dear Ananya Anand

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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Bangalore-560 057



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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 : 31-05-2022

Encl:

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

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Salary Annexure

SALARY COMPUTATION		
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Supplementary Allowance	26060	2172
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Gratuity	8340	
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Mediclaim 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.


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Bangalore-560 057



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193

31-05-2022

Ref: SSL/HR /APPT

Abhigna A Bharadwaj

no 13

2nd cross 4th main Maruthi extn Srirampuram

KAF TAKA, Bangalore, 560021

Dear Abhigna A Bharadwaj

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
Chikandra, Hesareghatta Road,
Bangalore-560 057



SONATA SOFTWARE LIMITED



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

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

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

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

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

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

Looking forward to a long and fruitful association with you.

Yours very truly,
For Sonata Software Limited
Christopher George Pereira

Assistant Vice President - HR

I agree with the above terms and conditions.

Signature : _____

Date : 31-05-2022

Encl:

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


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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	
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.


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Chikkabandra, Heasareghatta Road,
Bangalore-560 057



ATKINS
Member of the SNC Lavalin Group

194

Atkins
10th Floor, Safina Towers
3, Ali Asker Road, Bengaluru
Karnataka - KA, 560052
Tel: + 91 (0) 80 4019 9399/199
Fax: + 91 (0) 80 4147 5822
office.bangalore@atkinsglobal.com
atkinsglobal.com; snclavalin.com
Company Registration No. U72100KA1995PTC017491

Date: - 22 February 2022

Ms. Pavithra MB
65/201, 3rd Cross, Maruthi Nagar,
Nelamangala.
pavithragowda4443@gmail.com / 6362852764
Sapthagiri College

Re: Letter of intent for internship

Dear **Pavithra**,

We are pleased to offer you internship with our team at our Bangalore office. Your internship period would be from **14 March 2022 to 29 July 2022**. Please report to our office on the specified start date.

You will be paid a stipend of INR 15,000 (Rupees Fifteen Thousand Only) per month. Your duties and responsibilities will be explained to you in due course of time.

Your internship programme will be 45 hours in a week. Leave taken during this period would be subject to manager's discussion.

We welcome you to the Atkins team and hope you enjoy the experience of working with us.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer and send us the scanned version of the same.

Yours sincerely
for WS Atkins (India) Pvt. Ltd.

Oscar John
Head of Corporate HR, India

I accept this offer for Internship at Atkins India.

Date.....Signed.....

Data Protection: In order to maintain appropriate records concerning your employment, it will be necessary for the Company to collect, process and store personal information (i.e. personal data and sensitive personal data) about you. The Employee Privacy Notice attached to this contract sets out the nature of the personal information that we may collect, process and store about you and describes the manner and purposes for which this information may be used by the Company. The Employee Privacy Notice is also published on the Company intranet site to ensure it is readily available to you throughout your employment. The Company reserves the right to reasonably amend the Employee Privacy Notice from time to time to ensure it continues to accurately reflect the way in which we process your personal information. By signing this contract, you confirm that you have read and understood the Employee Privacy Notice.


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

Date: - 20 January 2022

Ms. Pavithra MB
65/201, 3rd Cross, Maruthi Nagar,
Nelamangala.
pavithragowda4443@gmail.com / 6362852764
Sapthagiri College

Re: Letter of intent for internship

Dear **Pavithra**,

We are pleased to offer you internship with our team at our Bangalore office. Your internship period would be from **07 February 2022 to 29 July 2022**. Please report to our office on the specified start date.

You will be paid a stipend of INR 15,000 (Rupees Fifteen Thousand Only) per month. Your duties and responsibilities will be explained to you in due course of time.

Your internship programme will be 45 hours in a week. Leave taken during this period would be subject to manager's discussion.

We welcome you to the Atkins team and hope you enjoy the experience of working with us.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer and send us the scanned version of the same.

Yours sincerely
for WS Atkins (India) Pvt. Ltd.

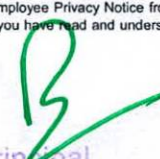


Oscar John
Head of Corporate HR, India

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

HARMAN

Harman Connected Services Corporation India Pvt. Ltd

No.3 & 3A, EOIZ Industrial Area, Survey No. 85 & 86

Sadaramangala Village, Krishnarajapuram Hobli

Bangalore-560066, Karnataka, India

☎ +91(80)3307 1000

☎ +91(80)3307 2000



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

01-Feb-2022

Sub: Offer of Employment

Dear Shivam Kumar


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

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

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

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **500,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will receive a one-time Joining Bonus of Rs. 50,000/- paid out in 2 equal instalments. The first instalment of Rs. 25,000/- is to be paid along with salary payable for your sixth month, and the second instalment of Rs. 25,000/- is to be paid along with salary payable for your twelfth month.
- Your Date of Joining will be **1 March 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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Bangalore-560 057

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

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

- 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: _____


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

Annexure 2: Compensation Break-Up Detail

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Name:	Shivam Kumar
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, Hesareghatta Road,
Bangalore-560 057

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

採用通知書・労働条件通知書

Offer Letter of Employment and Working Conditions

株式会社アクト
東京都文京区小石川1-3-25 小石川大国ビル6階

Act.inc

Koishikawa Daikoku Bldg.6F 1-3-25 Koishikawa, Bunkyo-Ku,Tokyo

Dear Mayank Sharma

この度は、弊社の サイバーセキュリティエンジニア の求人にご応募頂きありがとうございました。
貴殿を採用する事を決定致しましたので、お知らせ致します。

以下の労働条件を確認の上、承諾する場合は署名をお願い致します。

但し、署名をしたとしても、以下のいずれかに該当した時は貴殿との雇用契約は成立しないものとします。

- (1) 在留資格認定証明書の発行を受けられなかった場合
- (2) VISA (査証) の発行を受けられなかった場合
- (3) 提出書類に虚偽の記載をしていたことが発覚した場合

Thank you for your employment application for the following position.

We are delighted to extend this offer of employment to you as the position of
Cybersecurity Engineer

Please take time to review this summary of terms and conditions for your anticipated employment with us.

Kindly note that it also includes a list of necessary documents to be submitted upon your acceptance of this offer.

However, the employment contract will be invalid in the following cases.

- (1) In case of appropriate COE (Certificate Of Eligibility) is not issued by the Immigration Bureau of Japan.
- (2) In case of VISA is not issued by Embassy of Japan (or representative office) in your country.
- (3) In case of any false representation in submitted documents are detected.

※このオファーレター の英語版と日本語版とに不一致がある場合、日本語版が優先されるものとします。

※If this English version of the offer letter does not conform to Japanese versions, the Japanese version shall prevail.

※この内定通知の返答期限は通知当日から 7 日以内とし、返答が遅れる場合は必ず弊社担当へ連絡をする事。

※Acceptance/rejection of the offer has to be notified to the company in 7 days from the day offer was made. In case you will be late for the date, contact the person in charge and notify.

Tomohiko Kobayashi



Representative director

(President's Signature/代表署名)

下記労働条件を了承し貴社への入社を受諾致します。

I accept the offer as outlined below.

(Signature/内定者署名)

(Date/内定受諾日)

Principal
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Chikrasandra, Hesaraghatta Road,
Bangalore-560 057

労働条件通知書(Working Condition Notification)				
雇用タイプ Employment Type	正社員 Full-Time Employee		雇用期間 Term of Employment	期間の定めなし Permanent
職種 Job Type	サイバーセキュリティエンジニア Cybersecurity Engineer			
職務内容 Job Description	<p>ペネトレーションテストやフォレンジック、脆弱性診断やセキュリティコンサルなどの顧客へのサイバーセキュリティサービスの提供や、環境調査・提案・構築・改善</p> <p>Provision of cyber security services to customers such as penetration testing, forensics, vulnerability assessment and security consultation, as well as environment research, proposal, construction and improvement</p>			
就業場所 Place of Employment	東京都、北海道、福岡県 Tokyo, Hokkaido, Fukuoka		転勤 Relocation	あり YES
就業時間 Working Hours	9:00~17:30			
来日後の入社予定日 Estimated Joining Date After Entry Into Japan	<p>以下の条件すべてがそろい次第、入社日を確定し別途書面にて通知します。</p> <p>①大学の卒業が確定し、大学からの仮卒業証明書の発行がされる事</p> <p>②査証の発給が在外公館より受けられる状態である事</p> <p>The joining date will be specified and notified with a document seperately after the all conditions mentioned below is fulfilled.</p> <p>1) Graduation from college/university is confirmed and PDC is issued by the college/university.</p> <p>2) VISA issuance by Diplomatic Establishments Abroad is available.</p>			
試用期間 Provation Period	あり YES	6ヶ月間 Months	所定時間外労働 Presence of over time work	あり YES
休日(定例日) Days Off(Regular)	土曜日、日曜日、夏季休暇、年末年始、国民の休日。 Saturday, Sunday, Summer Vacation, New-Year/Year-End Holiday, Japanese Natinal Holiday			
その他 Other Leave and days off	出産育児休暇、慶弔休暇 Childbirth and childcare leave, Condolence vacation			
休暇 Leave	<p>①年次有給休暇</p> <p>・6ヶ月継続勤務した場合 5 日</p> <p>・継続勤務6ヶ月以内の年次有給休暇: あり</p> <p>3ヶ月経過で 5 日</p> <p>Annual Paid Leave</p> <p>・ Working continuously for 6 months or more 5 Days</p> <p>・ Working continuously up to 6 months: Available</p> <p>After lapse of 3 months, 5 days</p> <p>②代替休暇 あり ※就業規則条文第 58 条による</p> <p>Substitute Days Off: Available</p> <p>*Details are stipulated in article 58 of the Rules of Employment.</p>			

賃金
Wages

①基本賃金

Basic Wage

年収 Annual Wage	4,200,000 円 JPY
-------------------	--------------------

※年収に含む項目：賞与、諸手当、勤務年次給

* Things Included in Annual Wage: Bonuses, Various Allowance, Annual Work Salary

額面給与(総支給額)/月 Monthly Wage	256,000 円 JPY
------------------------------	------------------

手取り給与(支給額)推計/月 Estimated Monthly Net Salary	approx.220,000 円 JPY
--	-------------------------

賃金からの控除項目：

雇用保険料、健康保険料、介護保険料、厚生年金保険料、所得税、
住民税：2年目以降対象。

Deduction from wage:

Employment Insurance fee, Health Insurance Fee, Welfare Pension Fee,
Income tax, Residential tax(after 2nd year)

②給与の締日、支払い日、支払い方法

Closing Day of Payroll, Payday and Method of Wage Payment

締日 Closing Day of Payroll	毎月月末 End of each month	支払い日 Payday	翌月10日 10th of the following month
------------------------------	---------------------------	----------------	--------------------------------------

昇給：あり
Wage Raise: Available

詳細：年間1回（10月）

Details: Once a year; October

賞与：あり
Bonus: Available

年2回（6月、12月）※業績連動で決算賞与あり（9月）過

詳細：去全て支給実績有

Twice a year, in June and December & Financial bonus
Details: linked to business performance in September; all
bonuses have been paid in the past

③諸手当

Various Allowances

名目 Title	金額 Amount	詳細/備考 Detail/Remark
資格手当 Certification allowance		資格の内容による Varies depending on the certification
配偶者手当 Spouse allowance	20,000JPY	年収103万円以内を要件とし、毎年1月に見 直す) The spouse's annual income has to be within 1.03million JPY and reviewed in January of each year.
扶養家族手当 Dependent family allowance	15,000JPY	第二子（18歳迄）以降10,000円 After second child(until 18 y/o), 10,000JPY

④所定時間外、休日または深夜労働に対して支払われる割増賃金率 Additional pay rate for overtime, holiday work or night work			
賃金 Wages	1. 所定時間外 Overtime Work	法定超 Legal overtime	25%
		所定外 Fixed Overtime	25%
	2. 休日 Holiday Work	法定休日 Legal Holiday Work	35%
		法定外休日 Non-Legal Holiday Work	25%
	3. 深夜 ※午後10時以降 Night Work *after 10PM		25%
福利厚生 Benefit Program	住居手当・社宅 Housing Allowance, Housing Program		あり Available
	詳細 Detail	35,000円/月を支給 ※既婚者の場合45,000円/月 35,000 JPY/month provided *45,000JPY/month for married people	
	片道航空券 One-way travel expenses	あり Provided	来日後の生活費補助(最初の給料日まで) Living Cost Support(Until The First Pay-day)
	金額 Amount	30万円を上限として支給 ※資格獲得や日本語教育パフォーマンスなどの条件により、支給額変動 Provided up to a maximum of 300,000JPY *Conditions (certification acquisition, Japanese language performance/attitude, etc) will alter the provided amount	
	その他の福利厚生 Other Benefit Programs		
	名目 Title	詳細/備考 Detail/Remark	
	資格取得支援制度 Support system for certification acquisition	書籍、セミナー、試験費用の会社負担 Cost of books, seminars and exams will be covered by company	
	研修支援制度 Training support system	研修費の会社負担 Cost of training will be covered by company	
保険 Insurance	社会保険の加入状況 Joining Social Insurance	厚生年金、健康保険、 Health insurance, employee pension insurance	
	雇用保険の適用 Employment Insurance	あり Applied	その他の保険 Other Insurance
退職に関する事項 Regarding Retirement	①定年制 Retirement Age System	あり Available	年齢 60 歳 Age y/o
	②再雇用制度 Re-employment System	あり Available	
	③自己都合退職の手続き Procedure for retirement for personal reasons :	退職する 2ヶ月 前に届け出る事。 Notification should be made no less than 2months before retirement.	
	④解雇の事由及び手続き Reasons and procedure for the dismissal:	詳細は、就業規則による。 Details are stipulated in the Rules of Employment.	

その他
Other Conditions

◆日本語教育に関する事項

Regarding Japanese Language Study

入社前の日本語教育実施:

Japanese Language Program Before Joining the Company:

①内定者は入社日までに提供される日本語教育課程を完了しなければならない。

The prospective employee has to complete all the Japanese language study program provided before joining the company.

②内定者の日本語学校への出席率が50%以下の場合、会社は本採用通知及び労働条件通知書を破棄する事ができる。

The company can cancel this Notice of Employment and Working Conditions

if the prospective employee's attendance rate at Japanese class is lower than 50%.

③日本語教育開始後、本人の都合により内定を辞退した場合、その費用について本人に請求する事ができる。

In case the prospective employee declined the job offer after starting Japanese language program, the company can charge him/her the cost of the program.

④日本語教育全課程の出席率が著しく低かった場合、不参加分の講義代金を入社後、

請求する事ができる。著しく低い場合の目安は75%とする。但し、会社が認めた欠席や致し方ない

事情と判断できるものについてはこの限りではない。請求に関しては請求総額に依り、

毎月の支払額を決定し、毎月の給与支払いより分割にて天引きする事とする。

但し、本人が退社してしまっている場合は、その責は問わない。また本違約金の残金があった場合でも、本件を理由とした退社否認は行わないものとし、残額の請求は行わないものとする。

In case the prospective employee's attendance rate of Japanese language program is significantly low through the program, the company can charge the fee to the person for the courses he/she failed to attend after joining the company.

The minimum attendance rate considered as significantly low is 75%. Provided,

however, that this shall not apply if the absence is approved by the company or

circumstances are unavoidable. To charge the fee, the company determine

the monthly payment according as the total amount billed and withhold the fee from

his/her salary in installments. However, in case he/she has already resigned,

the company will not hold him/herself accountable.

In case he/she has remaining amount of penalty charge, the company will not deny the resignation of the person due to this penalty and will not charge the remaining amount.

◆必要提出書類

Documents To Be Submitted

入社に際して、下記の書類を必ず提出する事。

You have to submit the documents listed below for joining the company.

1. 証明写真付きの履歴書

Resume "Attested photo copies"

2. 卒業証明書

Certificate of Graduation

3. 学業成績証明書

Official Academic Transcript (Academic Record)

受取人署名

Signature of The Receiver:

(date)

※以上の他は、当社就業規則による。

*Matters other than those mentioned above shall be in accordance with the Rule of Employment of the company.

※本通知書の交付は、労働基準法第15条に基づく労働条件の明示及び短時間労働者の雇用管理の改善等に関する法律第6条に基づく文書の交付を兼ねるものである。

*The issuance of this Notice shall served as "clear indication of working conditions" stipulated in Article 15 of the Labour Standards Act and "delivery of documents" stipulated in Article 6 of the Act on Improvement etc. of Employment Management for Part-Time Workers.

※労働条件通知書については、労使間の紛争未然防止の為に、保管しておく事をお勧めします。

*The notice of working conditions should be retained for the purpose of preventing any possible disputes between employees and employer.

Principal

COPYRIGHT (C)ZENKEN CORPORATION

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

**16-Nov-2021
Bangalore**

Mr/Ms.Shetty Diksha Devdas,
14/5,
chikkasandra,
Hesaraghatta main road,
Bangalore - 560057

Dear Shetty Diksha Devdas

Sub: Offer Letter

Congratulations!

Subsequent to the discussions had with you by our team, we are pleased to offer you the position of **"Cx Cloud Developer Trainee."** in the Corporate Grade Band **"L1"** with a CTC of **INR 500000/-** effective **11-Jul-2022** at Bangalore location on the following terms and conditions.

The Following shall be the terms and conditions of your appointment:

- 1) You will be paid an Annual CTC of **INR 500000**, from the date of your joining the Company.
- 2) The Company reserves the right to depute/transfer you to any other location in India or abroad as the business demands and in consistence with the Company's interest.
- 3) You will have to maintain strict confidentiality of the Company's policies, strategies and technologies. Once the employment ceases you will return to the Company all papers & documents or other property relating to the business of the Company or its clients and you will not retain any copies or extracts there from.
- 4) As per our policy, you will be required to sign the Non-Disclosure Agreement (NDA)/Non-Compete Agreement with the Company.
- 5) Your appointment is also subject to the satisfactory background verification check report received based on the data provided by you. The background verification check is carried out simultaneously along with your joining with us.
- 6) The Company reserves the right to make a mandatory reference check from your previous

Regd. office:
Fortune Summit Business Park,
Plot No: 244, Hosur Main Road,
Bangalore – 560 068
INDIA

Page 1 of 3
HR-Confidential

Phone: +91 80 67 23 75 55
email: contact@crmit.com
web: www.crmit.com


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

Orcapod

20th July, 2022

HR Department
Ericsson India Pvt Ltd
Bangalore

Subject: Deputation letter for Mr. Arnav Raj

Dear Sir/Madam,

Mr. Arnav Raj, an Orcapod Employee, is deputed with Ericsson India Pvt Ltd as MS Optimization & Performance Management w.e.f 16th August, 2022. He will remain on payroll of Orcapod when working at Ericsson Office.

Thanks and Regards,

Human Resources | Orcapod Consulting Services Private Limited
207, Tropical New Era, Road No 32, Wagle Estate, Thane 400604, Mumbai,
Maharashtra, INDIA.
hr.support@orcapodservices.com
www.orcapodservices.com
Mumbai, Delhi, Gurgaon, Pune

Orcapod Consulting Services Private Limited

207, Tropical New Era, Road No 32, Wagle Estate, Thane 400604, Mumbai, Maharashtra, INDIA.
Phone: +91 22 6510 5199 | Email : askus@orcapodservices.com | Website: www.orcapodservices.com
Bangalore | Gurgaon | Mumbai | Pune

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

Date: 14/08/2022

Name: HEMANTH V MANE

Address: #155, 'SHANTI' NISARGA LAYOUT
ABBEGERE, CHIKKABANAVARA POST, B'LURU - 560090

Email ID: MANHEMANTH@gmail.com

Mb: 9901958943

CIN-U72200TN1999PTC050637

Dear HEMANTH V MANE,

Based on your credentials and the discussions that you had with us, we are pleased to consider your candidature on the following terms and condition:

1. Designation:

Trainee – Software Development

You will be designated as “Trainee – Software Development” for a period of Twelve Months.

The period of training may be extended at the discretion of the management.

Engineer - Software Development

On successful completion of training period, you will be employed as “Engineer - Software Development”. You will be on Probation for a period of Six Months.

This will be communicated in writing after assessing your performance as Engineer – Software Development

2. Compensation:

Your Compensation will be as follows:

a. During Training:

The training period will be for a period of Twelve months from the date of joining. During the training period you will be paid a FIXED MONTHLY STIPEND of Rs.20000/- (Rupees Twenty Thousand) only. The Training period may be extended at the discretion of the Management.

b. Probation:

On successful completion of training, you will be positioned as

“Engineer - Software Development”, and put on Probation for a period of Six months.

As “Engineer - Software Development” you will be paid a compensation of

Rs. 4,00,008/- (Rupees Four Lakhs Eight) only per annum.

Breakup of the compensation is given in “Annexure A”, herein.

The period of probation may be extended at the discretion of the Management.

c. Confirmation:


On successful completion of the period of probation, your services will be confirmed in writing.

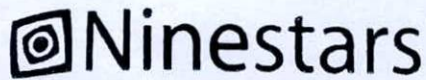
3. Reporting: You will report to **Chairman or his authorized representative.**

4. Date of Joining: You may join the Company on any day on or before **17-10-2022**

5. Location: You will operate out of our Corporate Office at Bannerghatta Road, Bangalore




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



A detailed appointment letter will be issued to you on joining.

You will be governed by the rules and regulations of the company on your joining the organization.

This offer is valid till **17-10-2022** subject to the verification of the details presented at the time of interview & other documents by you, the company reserve the right to recall or cancel or modify or differ the date in accordance with the business requirement.

At the time of joining, we would request you to submit copies of the following documents:

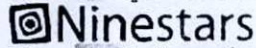
- ☐ SSLC Mark Sheet or equivalent in support of your age.
- ☐ Certificates / Mark Sheets in support of your qualifications.
- ☐ 4 passport size color photographs.
- ☐ Relieving Letter from your previous organization, if applicable.
- ☐ Service Certificates, if any.
- ☐ Last drawn Salary Certificate/Pay Slip, if applicable.
- ☐ Pan card / Latest Passport.
- ☐ Address Proof (Ration Card/Driving License/Voter ID card/Telephone Bill if any)

We take this opportunity to welcome you to the NINESTARS family and look forward to a mutually beneficial association with you.

Thanking you,

For Ninestars Information Technologies Pvt. Ltd.,

K Ravichandran
Chief People Officer



Ninestars Information Technologies Pvt Ltd
No.10, "MAAS IV" 3rd floor, Bannerghatta Road
JP Nagar 3rd Phase, Bangalore 560078, India
T. +91 80 4346 2121 | F. +91 80 4346 2223. mobile:9591385858
*Encl: Annexure – A (Salary Break-up)


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


Annexure A: Salary Break-up

On successful completion of one year training period you will be positioned as "Engineer - Software Development"

BREAK UP OF THE SALARY			Salary Break-up	
			PM	PA
Salary Sheet	Basic @ 50% of Gross	:	13633.00	163596.00
	HRA @ 60% of basic	:	8180.00	98160.00
	CCA @ 20% of basic	:	2727.00	32724.00
	Conveyance @ 10% of basic	:	1363.00	16356.00
	EA @ 10% of basic	:	1363.00	16356.00
A	Gross	:	27266.00	327192.00
Reimbursements	Medical	:	1250.00	15000.00
	Food Coupon	:	1300.00	15600.00
	LTA	:	1569.00	18828.00
	Fuel Expenses	:	0.00	0.00
	Driver Salary	:	0.00	0.00
B	Reimbursements	:	4119.00	49428.00
C = A+B	Monthly Gross	:	31384.00	376608.00
Total Wages for PF			15000.00	180000.00
Company Contribution	P.F.	:	1950.00	23400.00
	E.S.I.	:	0.00	0.00
	Gratuity	:	0.00	0.00
D	Liabilities	:	1950.00	23400.00
E = C+D	CTC	:	33334.00	400008.00
Deductions	P.F.	:	1800.00	21600.00
	E.S.I.	:	0.00	0.00
	P.Tax	:	200.00	2400.00
F	Deductions	:	2000.00	24000.00
G = C-F	NET TAKE (before Tax)	:	29384.00	352608.00

For Ninestars Information Technologies Pvt. Ltd.,


K Ravichandran
 Chief People Officer

 **Ninestars**

Ninestars Information Technologies Pvt Ltd
 No.10, "MAAS IV" 3rd floor, Bannerghatta Road
 JP Nagar 3rd Phase, Bangalore 560078, India
 T. +91 80 4346 2121 | F. +91 80 4346 2223. mobile:9591385858



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

Wismay Digital - Web Developer - Offer Letter

Inbox

200



Anoop Ravi Aug 24

to me, Jayakumar, Pradeep ▾



Hi Anmol,

Trust this mail finds you well. Really impressed with the work you sent across. As discussed, please find below the requisite details about your employment with Wismay Digital as Web Developer.

To begin with, we will be offering you a monthly salary of Rs. 25,000/- for the first 3 months. These 3 months will be your probation period and based on your performance we will be revising your remuneration package to 4LPA at the end of this period.

Your notice period during the probation period will be 1 week and after confirmation the same will be 1 month. Upon confirmation, we will be issuing you a Confirmation Letter with your remuneration details and other terms of employment.

Initially, you will be required to work from home and as and when the need arises there might be changes in this as we move forward.

Principal
Sri Ramiah College of Engineering
Chittasandra, Hesaraghatta Road,
Bangalore

201

OL No: SKLR6724

16 March 2022

Attach / Paste
Your Photo Here

Dear Shreya Srivastava ,

We congratulate you for being selected as Business Development Trainee at **SKLR EDTECH PVT LTD**
"At will basis" which can be extended. Please find the following confirmation of your Training :

Title : **Business Development Trainee**
Training Date : **25 March 2022 to 3 April 2022 (Unpaid)**
OJT Start Date : **4 April 2022**
OJT End Date : **3 October 2022**

COMPENSATION: *(Subject to statutory deductions)*

Stipend : **INR 15,000** Per Month + **INR 12,000** as incentives
Target : **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to hr@skolar.in within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

Working Hours : 9 Hours a day *(Inc. Lunch Break)*.**Job Type** : Full Time Training.**Location** : Bangalore.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **25 March 2022**.

SIGNATURE: _____

(Candidate's Signature)

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

202

OL No: SKLR6726

16 March 2022

Attach / Paste
Your Photo HereDear **Chandrakala Chamaraj Yalival,**

We congratulate you for being selected as Business Development Trainee at **SKLR EDTECH PVT LTD**
“At will basis” which can be extended. Please find the following confirmation of your Training :

Title : **Business Development Trainee**
Training Date : **25 March 2022 to 3 April 2022 (Unpaid)**
OJT Start Date : **4 April 2022**
OJT End Date : **3 October 2022**

COMPENSATION: *(Subject to statutory deductions)*

Stipend : **INR 15,000** Per Month + **INR 12,000** as incentives
Target : **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to hr@skolar.in within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

Working Hours : 9 Hours a day *(Inc. Lunch Break)*.**Job Type** : Full Time Training.**Location** : Bangalore.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **25 March 2022**.

SIGNATURE: _____
(Candidate's Signature)

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

203

OL No: SKLR6729

16 March 2022

Attach / Paste
Your Photo HereDear **Sadvi HD**,

We congratulate you for being selected as Business Development Trainee at **SKLR EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training :

Title : **Business Development Trainee**
Training Date : **25 March 2022 to 3 April 2022 (Unpaid)**
OJT Start Date : **4 April 2022**
OJT End Date : **3 October 2022**

COMPENSATION: *(Subject to statutory deductions)*

Stipend : **INR 15,000** Per Month + **INR 12,000** as incentives
Target : **220000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to hr@skolar.in within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **SKOLAR** if we do not receive your acceptance as per the mentioned timeline.

Working Hours : 9 Hours a day *(Inc. Lunch Break)*.
Job Type : Full Time Training.
Location : Bangalore.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skolar, and will report on or before **25 March 2022**.

SIGNATURE: _____
(Candidate's Signature)


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

204



APPOINTMENT LETTER

March 31, 2022

Dear Srusti R,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

Principal
Sapthagiri College of Engineering
Chennai

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:


Principal
Chittaranjan College of Engineering
Chittaranjan, Howrah - 721102
Bardhaman - 721102

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

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

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Srusti 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
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.

Principal
K. J. Somaiya Institute of Engineering & Technology
Chikmagalur, Hesaraghatta Road,
Bangalore-560 057

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.


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

ANNEXURE – VI

& 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** Srusti R 31/3/2022 12:44 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

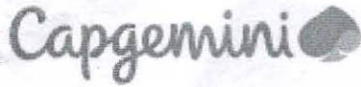
Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

24209845


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



205

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: 1538189

Letter of Intent ("LOI")

Dear UMMAI HANI,

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 1538189**
- 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 1538189**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1538189**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not require any signature


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Bangalore-560 057

ANNEXURE 1

UMMAI HANI

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, Hesarghatta Road,
Bangalore-560 057



APPOINTMENT LETTER


March 31, 2022

Dear Kishore A,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.


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appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

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

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the 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.



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

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

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

- 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
------	-------


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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.


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

☒ Accept

☐ Decline

☒ **Signature** Kishore A 31/3/2022 6:07 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

24207477



Principal

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Bangalore-560 057

207



APPOINTMENT LETTER

March 30, 2022

Dear SAMEER SHARMA,

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


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

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

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

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I SAMEER SHARMA, 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: SAMEER SHARMA

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

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Bangalore-560 057

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

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

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

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

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

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


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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** SAMEER SHARMA 30/3/2022 7:57 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
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Bangalore-560 057

208



APPOINTMENT LETTER

April 4, 2022

Dear Kousalya B T,

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

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

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

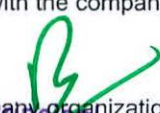
I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

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

Noted below are a few examples of conflict of interest:

- 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


Principal
Sri Jagad College of Engineering
Chikandasandra, Hesaraghatta Road,
Bangalore-560 057

I Kousalya B T, 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: Kousalya B T

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

Principal
Sapthagiri College of Engineering
Chidambaram, Hosanghotta Road,
Bangalore-560 057

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:

Principal

Sapthagiri College of Engineering
Chikkasandra, Hesarahatta Road,
Bangalore-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** Kousalya B T 4/4/2022 8:19 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

24208188


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

209



APPOINTMENT LETTER

April 6, 2022

Dear Meghana N,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:


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Chikkasandra, Mesuraghatta Road,
Bangalore-560 057

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

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

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

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

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

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Meghana N

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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


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

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:**


Principal
Sri Sree College of Engineering
Chikkasandra, Hosuraghatta Road,
Bangalore-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** Meghana N 6/4/2022 12:52 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

24251801


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

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1377738

Letter of Intent ("LOI")

Dear Darshini A,

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



Principal
Sapthagiri College of Engineering
Chikmagalur, 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


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

ANNEXURE 1

Darshini A **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
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Chikabesandra, 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

13/11/2022
211

Superset ID: 1393202

Letter of Intent ("LOI")

Dear Likhitha ,

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


Principal
Sapthagiri College of Engineering
Chikkasandra, Hosuraghatta 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,

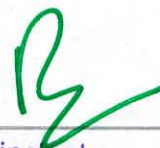
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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



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

ANNEXURE 1

Likhitha
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
Chikkasandra, Hosareghatta Road,
Bangalore-560 057

212



Sapthagiri Engineering College <sapthagiriplacements@gmail.com>

Fwd: Offer Letter from No Broker Technologies Pvt Ltd.

1 message

Tejaswini Gowda <tejaswinigowda2000@gmail.com>

Wed, May 11, 2022 at 4:28 PM

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

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

From: **Champak B V** <champak.bv@nobroker.in>

Date: Sat, 7 May 2022 at 11:16 AM

Subject: Offer Letter from No Broker Technologies Pvt Ltd.

To: <tejaswinigowda2000@gmail.com>

Dear Tejaswini,**Hearty Congratulations !!**

NoBroker team is looking forward to you being part of the NoBroker family as "**Senior RM Executive L-3**" for the "**Seller Servicing**" team. Your confirmed date of joining is **07-May-22**".

As discussed, Your annual CTC will be **4,80,096/-** per annum. (**3,00,096+1,80,000**).

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.**


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Sapthagiri Road, Uttaraiah Road,
Chikmagalur, Karnataka
Bangalore-560 067

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




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Bangalore-560 057

213



APPOINTMENT LETTER

April 27, 2022

Dear Prem Kumar R,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

A handwritten signature in green ink, appearing to be "R", is written over the printed name "Principal".

Principal

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

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.

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.

~~Kara Shiller~~

[https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite Offer letter template 2022&user=24408798&item=66...](https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=Elite%20Offer%20letter%20template%202022&user=24408798&item=66...) 4/11

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

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

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Prem Kumar 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
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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Chidambaram, Hosur Road
Bangalore-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** Prem Kumar R 27/4/2022 9:54 PM

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

Registered Office:

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

24408798


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



APPOINTMENT LETTER

May 10, 2022

Dear SHRIDHAR. YALIGAR,

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:


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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 value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and



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- 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: SHRIDHAR. YALIGAR

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.


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- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

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


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☒ Accept

☐ Decline

☒ **Signature** SHRIDHAR. YALIGAR 24/4/2022 9:56 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

23113883


Principal

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

Date: February 24, 2022

Ref: LTI/HR/EN3/Campus/2022

Name: Paul S A

College: Saptagiri College Of Engineering (SCE)

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Paul S A,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.30000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

9. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.
10. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.
11. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-4'.
12. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining.

If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

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

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Ashish Naik
Associate Director -
Talent Acquisition

I have read the letter and accept the same.

Signature and Date



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Chiklasandra, Hesaraghatta Road,
Bangalore-560 057

ANNEXURE-1

Name : Paul S A	Date : February 24, 2022
Grade : GA2	
COMPONENTS	Rs. (P. M.)
Stipend	30000

Medical Insurance Premium

The Group Mediclaim Policy of Company covers trainee, employee and Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Trainees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.


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ANNEXURE-2

Eligibility Criteria for Engineering - Year 2022 Batch	
Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on 1st July of Passing year (2022)	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate(of all courses) must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation, Post Graduation)	• No active/live backlogs allowed at the time of the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full Time courses Only
Year of Passing:	2022 SUMMER Pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery

ANNEXURE-4		
Name : Paul S A	Date : February 24, 2022	
Salary Grade : GE2		
Components	Rs. p.a.	Rs. p.m.
Basic		15000
Bouquet of Benefits		22015
Bonus		1750
A. Base Salary (PA)	465180	38765
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	465180	
Provident Fund (PF)	21600	1800
Gratuity	8664	722
Mediclaime Premium	10556	
D. Retirals & Other Benefits	40820	
Cost to Company (CTC) C+D	506000	


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

Date: 6th May 2022

Name: Abhishek Raj

Address: #154, Chikkabanavara, Agb Layout, Stage 2 Maruthi Nagar
Bengaluru, Chikbanavara, Bangalore - 560090

Subject: Letter of Intent

Dear Abhishek Raj

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

- (a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- (b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- (a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand Only)** from the date of joining.
- (b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.
- (c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.

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Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to **campus-hire@infinite.com**

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

Vijaya Ganugapati

Vice President - Human Resources

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: _____

Signature: _____

Date: _____

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Chikabesandra, Hesaraghatta Road,
Bangalore-560 057

Infinite Computer Solutions (India) Limited
exciting times - infinite possibilities
CIN : L72200DL1999PLC171077

Corporate Office
157, EPIP Zone, Phase 2, Kundalahalli,
Whitefield, Bangalore - 560066.

Registered Office
155, Somdutt Chambers - II, 9
Bhikaji Cama Place, New Delhi - 110066.

www.infinite.com info@infinite.com

+91 80 4193 0000 +91 80 4193 0009

+91 11 4615 0845 +91 80 4615 0830

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: 1369703

Letter of Intent ("LOI")

Dear Puneeth S,

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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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 1369703**
- 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 1369703**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1369703**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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ANNEXURE 1

Puneeth S
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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Bangalore-560 057

218

HRD/3T/1003070989/22-23

June 28, 2022

Ms. Akshaya R
#49 Akshu Akshay Cottage
M V Nagar, Beml Nagar, Kgf
Kolar gold fields-563115
India

Ph: +91-7892042254

Dear Akshaya,

Welcome to Infosys!

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

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


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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.06.28 14:26:43 IST
Reason: Digitally Signed
Location: Bangalore


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

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

June 28, 2022

HRD/1003070989/22-23

Ms. Akshaya R
#49 Akshu Akshay Cottage
M V Nagar, Beml Nagar, Kgf
Kolar gold fields-563115
India

Ph: +91-7892042254

Dear Akshaya,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**Control**" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"**Training**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining


Your scheduled date of joining the employment of the Company will be **05-Sep-2022**.

Location

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.


Principal
Sapthagiri College of Engineering
Chikkabandra, Hosuraghatta Road,
Bangalore-560 057

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Akshaya R			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
TOTAL GROSS SALARY	25,000			
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Akshaya R			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				