

## CSR Campus Drive - 2023

Dear Harshith AJ,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2023 Batch. We are glad to inform that you have cleared all the interview process 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 SOFTWARE TESTING 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 ranging from 3Lpa to 12Lpa.

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

Name:

College Name:

Branch:

USN/ Reg Number:

Date: 13/09/2022

  
Student Signature

Best wishes,



Madhusudhan. H

Campus Head - INDIA



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

+91 8951936349  
+91 8951828627  
+91 8951182617  
www.pentagonspace.in  
campusconnect@pentagonspace.in

CIN NO.: U74999KA2020PTC133021

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

## CSR Campus Drive - 2023

Dear Niranjan V,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2023 Batch. We are glad to inform that you have cleared all the interview process 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 SOFTWARE TESTING COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

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College Name:

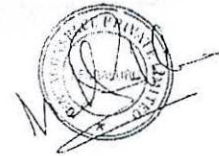
Branch:

USN/ Reg Number:

Date: 13/7/22

  
Student Signature

Best wishes,



**Madhusudhan. H**

**Campus Head - INDIA**



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## CSR Campus Drive - 2023

Dear Prateek P Jigalore,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2023 Batch. We are glad to inform that you have cleared all the interview process 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 SOFTWARE TESTING 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 ranging from 3Lpa to 12Lpa.

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

Name:

College Name:

Branch:

USN/ Reg Number:

Date: 13/09/2022

  
Student Signature

Best wishes,



Madhusudhan. H

Campus Head - INDIA

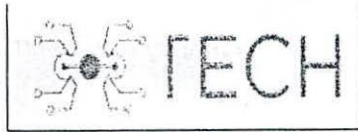


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# Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Analyst

Dear RASIKA RUKMINI RAJESH

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join Bolt Metric, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Bolt Metric. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining, which shall be by June 2023

Salary: Rs 4.5LPA to 5 LPA( Confirmation package & Variable)

**Probation:** Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

**Hours of work:** Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

## CODE OF CONDUCT:

A .The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

  
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C. Confidential, you shall treat such matters accordingly, and any breach thereof would be viewed very seriously. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

D. You shall maintain and keep in your safe custody such as Measuring instruments, Safety equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

E. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

#### **RESPONSIBILITIES:**

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

#### **CONFLICTS OF INTEREST & NON DISCLOSURE:**

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

You shall not at any time disclose to anyone any information, technical know- how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

  
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Bengaluru - 560 057



This confirmation letter supersedes any past arrangements, agreements – oral & written and understandings if any.

**TERMINATION:**

A You will automatically retire from the service of the Company on attaining the retirement age of 58 years.

B. Your services are liable to be terminated, if you are medically unfit to carry out your duties.

C. The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.

You will be liable for termination from service by the Company without notice if:

Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,

You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one month notice, to enable smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the one month period. This minimum notice of one month cannot be adjusted with payment in lieu of notice period or adjusted against the Privilege Leave.

You are liable to damages and costs arising out of breach of such confidentiality:

This appointment is made on the understanding that all the information given by you are correct/true. This appointment and complete may be. If withdrawn is found or may at any be terminated time that the any time. Information after you have given taken by up employment you is not withes.



Please note that you are governed by all Rules and Regulations of the Company, are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

NOTE: We are not involve in any type of commercials for the job purpose in Spider Tech Lab or not be responsible.

Spidertech Lab  
Cessna business park , Bangalore ,560037  
Website [www.spidertechlab.com](http://www.spidertechlab.com)

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely, HR Manager  
Spider Tech Lab

WITH THE SIGNATURE BELOW , I ACCEPT THIS OFFER FOR EMPLOYMENT.

Name RASIKA R RAJESH

Date 26 - 09 - 2022



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





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222906524/Bangalore**  
**Date: 29/09/2022**

Mr. Javed Mohammed  
#1377, Bismi Manzil 6th Cross S.M Road,  
Ayyappa Nagar, Bismi Play School,  
Bengaluru-560015,  
Karnataka.  
Tel# 91-9740208947

Dear Javed Mohammed,

**Sub: Letter of Offer**

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

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

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

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

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

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**TATA CONSULTANCY SERVICES**

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

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





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### 6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

### 13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

### 14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### 15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

### 16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### 17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the

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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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## Annexure 2

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

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

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

TCS Careers Service Line: 1 800 109 3111 Email: careers@tcs.com

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





## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

#### 8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### 9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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Bengaluru - 560 057



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Sapthagiri College of Engineering  
14/5, Chikkasandra, Hosuraghatta Main R.  
Bengaluru - 560 067



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

MOHAMMED JAVED

98804 76 744





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222958025/Bangalore**  
**Date: 29/09/2022**

Mr. Sagar T  
93Saraswati Badavane,  
Kanasavadi,  
Bengaluru Rural-561203,  
Kanasavadi.  
Tel# -

Dear Sagar T,

**Sub: Letter of Offer**

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

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

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

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

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

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Bengaluru - 560 057





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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Bangaluru - 560 067





### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### 6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

### 13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

#### 1. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### 15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

### 16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### 17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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





- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the

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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: [www.tcs.com](http://www.tcs.com)

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





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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## Annexure 2

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

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## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

  
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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

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(g) will not allow anybody to share the official asset being used.

#### 8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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Sapthagiri  
29/09/2022





# NEWCAST DIE CASTING PVT LTD.

*Manufacturer of Aluminium & Zinc Alloy Pressure Die Castings*

No. 120, 7th Main Road,  
3rd Phase, Peenya Industrial Area,  
Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:

**Ms. Neha S Gowda**  
16/A, Sapthagiri Nilaya,  
13th cross, 7th main,  
Havanur Extension,  
Nagasandra post, Bengaluru-73.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Ms. Neha S Gowda,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Quality** in our company with a monthly CTC of **Rs.17,500/-** (Seventeen Thousand Five Hundred Only) as discussed during the interview.

You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

The regular appointment letter, containing the terms and conditions of your appointment in detail, would be issued to you on your joining duty in our organization.

You are requested to report for duty on 01/08/2023 failing which this offer of appointment will stand cancelled automatically. If any changes in date of report for duty will be communicated by either party on mutual consent.

While reporting for duty you are required to produce the following documents:-

1. Date of Birth Proof.
2. Educational Qualification Certificates.
3. Address Proof & ID Proof- Aadhaar. PAN Etc.
4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same.

Thanking you.

Yours faithfully.

For Newcast Die Casting Pvt Ltd.

**Nagendra Rao Shinde**  
Managing Director

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





# NEWCAST DIE CASTING PVT LTD.

*Manufacturer of Aluminium & Zinc Alloy Pressure Die Castings*

No. 120, 7th Main Road,  
3rd Phase, Peenya Industrial Area,  
Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:  
**Mr. Prajwal B M**  
Sapthagiri Clg of Engineering,  
Bangalore.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Mr. Prajwal B M,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Production** in our company with a monthly CTC of **Rs.17,500/-** (Seventeen Thousand Five Hundred Only) as discussed during the interview.

You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

The regular appointment letter, containing the terms and conditions of your appointment in detail, would be issued to you on your joining duty in our organization.

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4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same:

Thanking you,

Yours faithfully,

For Newcast Die Casting Pvt Ltd.

  
Nagendra Rao Shinde  
Managing Director

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





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No. 120, 7th Main Road,  
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Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:  
**Mr. Prajwal S Reddy**  
#36, Kalpataru Nivasa,  
Makli Alur Main Road,  
Bangalore-562123.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Mr. Prajwal S Reddy,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Production** in our company with a monthly CTC of **Rs.17,500/-** (Seventeen Thousand Five Hundred Only) as discussed during the interview.

You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

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4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same.

Thanking you,

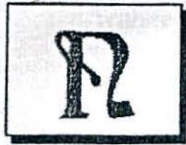
Yours faithfully,

For Newcast Die Casting Pvt Ltd.

  
Nagendra Rao Shinde  
Managing Director

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





# NEWCAST DIE CASTING PVT LTD.

*Manufacturer of Aluminium & Zinc Alloy Pressure Die Castings*

No. 120, 7th Main Road,  
3rd Phase, Peenya Industrial Area,  
Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:  
**Mr. Pramod Kumar H**  
#10, Lakshmi Nivasa,  
Guttebasaveshwara Nagara,  
Chikkabanavara,  
Bangalore-560090.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Mr. Pramod Kumar,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Production** in our Vasanthanarasapura Unit with a monthly CTC of **Rs.17,500/-** (Seventeen Thousand Five Hundred Only) as discussed during the interview.

You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

The regular appointment letter, containing the terms and conditions of your appointment in detail, would be issued to you on your joining duty in our organization.

You are requested to report for duty on **01/08/2023** failing which this offer of appointment will stand cancelled automatically. If any changes in date of report for duty will be communicated by either party on mutual consent.

While reporting for duty you are required to produce the following documents:-

1. Date of Birth Proof.
2. Educational Qualification Certificates.
3. Address Proof & ID Proof- Aadhaar, PAN Etc.
4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same.

Thanking you,

Yours faithfully,

For Newcast Die Casting Pvt Ltd.

Nagendra Rao Shinde  
Managing Director

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





# NEWCAST DIE CASTING PVT LTD.

*Manufacturer of Aluminium & Zinc Alloy Pressure Die Castings*

No. 120, 7th Main Road,  
3rd Phase, Peenya Industrial Area,  
Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:  
**Mr. Purushotham G S**  
S/o Sridhara G V,  
#133, Chikmasidi Street,  
Gudlupete Taluk, ChamaraJanagara-571111.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Mr. Purushotham,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Quality** in our company with a monthly CTC of **Rs.17,500/-** (Seventeen Thousand Five Hundred Only) as discussed during the interview.

You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

The regular appointment letter, containing the terms and conditions of your appointment in detail, would be issued to you on your joining duty in our organization.

You are requested to report for duty on **01/08/2023** failing which this offer of appointment will stand cancelled automatically. If any changes in date of report for duty will be communicated by either party on mutual consent.

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4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same.

Thanking you,

Yours faithfully,

For Newcast Die Casting Pvt Ltd.

**Nagendra Rao Shinde**  
Managing Director

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





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No. 120, 7th Main Road,  
3rd Phase, Peenya Industrial Area,  
Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:  
**Mr. Santhosh S**  
Sapthagiri Clg of Engineering,  
Bangalore.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Mr. Santhosh,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Quality** in our company with a monthly CTC of Rs.17,500/- (Seventeen Thousand Five Hundred Only) as discussed during the interview.

You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

The regular appointment letter, containing the terms and conditions of your appointment in detail, would be issued to you on your joining duty in our organization.

You are requested to report for duty on 01/08/2023 failing which this offer of appointment will stand cancelled automatically. If any changes in date of report for duty will be communicated by either party on mutual consent.

While reporting for duty you are required to produce the following documents:-


1. Date of Birth Proof.
2. Educational Qualification Certificates.
3. Address Proof & ID Proof- Aadhaar, PAN Etc.
4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same.

Thanking you,

Yours faithfully,

For Newcast Die Casting Pvt Ltd.

  
Nagendra Rao Shinde  
Managing Director

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





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*Manufacturer of Aluminium & Zinc Alloy Pressure Die Castings*

No. 120, 7th Main Road,  
3rd Phase, Peenya Industrial Area,  
Bengaluru - 560 058. India  
**GSTIN : 29AAHCN8545K1ZR**

Ph : +91-080-28397021,  
Telefax : 28390922, 9845107240,  
E-mail: newcastdiecasting@yahoo.com  
website : www.newcast.in

To:  
**Mr. Tharun K**  
#14, 4th Main, Defence Badavane,  
Nagasandra post,  
Bangalore-560073.

Date: 01/12/2022

## OFFER OF APPOINTMENT

Dear Mr. Tharun,

With reference to your subsequent interview, you had with us, we are pleased to offer you the position of **GET- Quality** in our company with a monthly CTC of **Rs.17,500/-** (Seventeen Thousand Five Hundred Only) as discussed during the interview. You will be on Probation Period for a period of Six Months from the date of your joining of our company.

We will inform you about our company policies, procedures, regulations, and welfare measures at the time of your joining our company.

The regular appointment letter, containing the terms and conditions of your appointment in detail, would be issued to you on your joining duty in our organization.

You are requested to report for duty on **01/08/2023** failing which this offer of appointment will stand cancelled automatically. If any changes in date of report for duty will be communicated by either party on mutual consent.

While reporting for duty you are required to produce the following documents:-


1. Date of Birth Proof.
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3. Address Proof & ID Proof- Aadhaar, PAN Etc.
4. Four Passport size recent colour photographs.

In case this offer of appointment is acceptable to you, please return duplicate copy of letter duly signed by you as a token of having understood and accepted the same.

Thanking you,

Yours faithfully,

For Newcast Die Casting Pvt Ltd.

  
Nagendra Rao Shinde  
Managing Director

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



## Offer of Employment

Dear PRAJWAL N

This is with reference to the campus recruitment process conducted at Sapthagiri College of Engineering and subsequent interview held at our office. We are pleased to offer you a position as **Associate – Software Engineer**.

Further, as discussed you have to join us on 1<sup>st</sup> February 2022 at our Office. On the day that you join, please make it convenient to report at 9.00 a.m. The regular working hours will be intimated to you after you join.

You are requested to bring copy of following documents at the time of your joining.

1. Three recent passport size photographs
2. Qualification Certificates (in original along-with one photocopy set; the originals will be returned to you after verification)
3. PAN card and Adhar card
4. Proof of residence
5. A detailed **Appointment letter** along with the terms and conditions of appointment applicable to you will be issued to you upon your joining to the Company.

Please reply upon through email the receipt of this offer letter as a token of your acceptance of this offer letter for employment with us.

The following terms and conditions would be applicable:-

1. You will receive an annual salary, payable monthly, in an amount which shall initially be 1,80,000 INR per annum, subject to such increases as may from time to time be determined by the Company. All forms of payments referred to in this letter are subject to such deductions as may be prescribed by any Act / rules / notifications as applicable to you or as amended from time to time.
2. You will be entitled to vacations of as per the leave policy.



Principal

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

### Operational Office:

11360/A, NIDHI, 2nd Floor, East End Road, 4th "T" Block,  
Banyanagar, Bengaluru - 560041 Karnataka, INDIA  
Phone: 080 47573777

### Technology Partners:

 **LIFERAY.**  red



3. You will be covered under the group medical insurance based on organization's Policies.
4. Company has the write to revoke this offer or extend joining date on or before 7 days of your joining date, if there is any unfortunate situation like non availability projects, swift changes in the market or any similar kind of situation arise which may unlikely to happen.
5. On joining the organization and you will be required to undergo a training and evaluation program.
6. Probationary Period and Confirmation as a Permanent Employee: You will be on probation for a period of six months from the date of joining the Company and may be confirmed as a permanent employee upon successful completion of your probation. The probation period can be further extended at the discretion of the management. During your probationary period, you have the opportunity to assess the nature of the work in this position and the company would have the opportunity to assess your suitability for the position. Your confirmation depends upon your performance. During the probation period either party may terminate this agreement by giving 30 days notice or salary in lieu thereof is given.
7. Notice Period: On confirmation as a regular employee, you will be required to give three months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.




Principal

Sapthagiri College of Engg  
14/5, Chikkasandra, Hosaraghatta Main Road  
Bengaluru - 560 057



8. Offer Validity: This offer if not accepted, will expire at the close of Business on 13 Dec 2022 India time.

Yours sincerely

  
Pratyush Raj  
Operations Head

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your name

\_\_\_\_\_  
Location

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



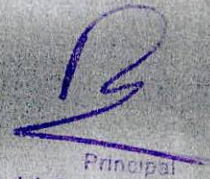
## Annexure -1

(Required documents be submitted as part of acceptance)

1. Offer letter (signed photocopy as a token of acceptance of the offer)
2. Degree / Provisional / Course completion Certificate of all College / University qualifications
3. Mark sheets of all College / University qualifications (all semesters)
4. Certificates & Mark sheets of 10th & 12th classes (PUC)
5. 4 passport size photographs (At Least one copy with Red background)
6. Relieving letter and experience letter from all previous employers (in case you have previous employment experience)
7. Recent Salary slip
8. Passport (if you don't have a passport, kindly apply immediately)
9. PAN Card (PAN details are mandatory at the time of joining)
10. Aadhar and Driving License (Ration card if none of these is available)

I hereby certify that all of the above information provided me is correct and true to my knowledge.

Signed: \_\_\_\_\_



Principal

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



## Offer of Employment

Dear SYED ZABIULLA

This is with reference to the campus recruitment process conducted at Sapthagiri College of Engineering and subsequent interview held at our office. We are pleased to offer you a position as **Associate – Software Engineer**.

Further, as discussed you have to join us on 1<sup>st</sup> February 2022 at our Office. On the day that you join, please make it convenient to report at 9.00 a.m. The regular working hours will be intimated to you after you join.

You are requested to bring copy of following documents at the time of your joining.

1. Three recent passport size photographs
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3. PAN card and Adhar card
4. Proof of residence
5. A detailed **Appointment letter** along with the terms and conditions of appointment applicable to you will be issued to you upon your joining to the Company.

Please reply upon through email the receipt of this offer letter as a token of your acceptance of this offer letter for employment with us.

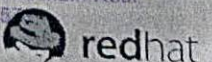
The following terms and conditions would be applicable:-

1. You will receive an annual salary, payable monthly, in an amount which shall initially be 1,80,000 INR per annum, subject to such increases as may from time to time be determined by the Company. All forms of payments referred to in this letter are subject to such deductions as may be prescribed by any Act / rules / notifications as applicable to you or as amended from time to time.
2. You will be entitled to vacations of as per the leave policy.

### Operational Office:

#1360/A, NIDHI, 2nd Floor, East End Road, 4th "T" Block,  
Jayanagara, Bengaluru - 560041 Karnataka, INDIA  
Phone: 080 47573777

Principal  
Sapthagiri College of Engineering  
14 Technology Partners: Chaitanya Main Road  
Bengaluru - 560 057

**LIFERAY**  redhat



3. You will be covered under the group medical insurance based on organization's Policies.
4. Company has the write to revoke this offer or extend joining date on or before 7 days of your joining date, if there is any unfortunate situation like non availability projects, swift changes in the market or any similar kind of situation arise which may unlikely to happen.
5. On joining the organization and you will be required to undergo a training and evaluation program.
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7. Notice Period: On confirmation as a regular employee, you will be required to give three months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

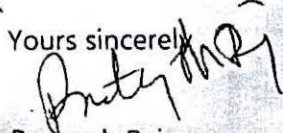


Principal  
Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesaraghatta Main Road  
Bengaluru - 560 067



8. Offer Validity: This offer if not accepted, will expire at the close of Business on 13 Dec 2022 India time.

Yours sincerely



Pratyush Raj  
Operations Head

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_

Sign your name

\_\_\_\_\_

Print your name

Location



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




### Annexure -1

(Required documents be submitted as part of acceptance)

1. Offer letter (signed photocopy as a token of acceptance of the offer)
2. Degree / Provisional / Course completion Certificate of all College / University qualifications
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4. Certificates & Mark sheets of 10th & 12th classes (PUC)
5. 4 passport size photographs (At Least one copy with Red background)
6. Relieving letter and experience letter from all previous employers (in case you have previous employment experience)
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8. Passport (if you don't have a passport, kindly apply immediately)
9. PAN Card (PAN details are mandatory at the time of joining)
10. Aadhar and Driving License (Ration card if none of these is available)

I hereby certify that all of the above information provided me is correct and true to my knowledge.

Signed: \_\_\_\_\_



Principal

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



## Fwd: QSpiders 2023 Batch!!! Incubation Final Selection List

1 message

Nanditha <nandithagnandu@gmail.com>  
To: sapthagiriplacements@gmail.com

Tue, Dec 6, 2022 at

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

From: &lt;davikarani.i@qspiders.com&gt;

Date: Thu, Oct 20, 2022, 3:27 PM

Subject: QSpiders 2023 Batch!!! Incubation Final Selection List

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

Cc: <bhuvanbhuvi783@gmail.com>, <chethanchethu45621@gmail.com>, <bhoomikaabhoomikaa@gmail.com>, <srushtiks468@gmail.com>, <nandithagnandu@gmail.com>, <bhavana1999n@gmail.com>, <supriyomodak97@gmail.com>, <harshitham304@gmail.com>, <vimulogu1716@gmail.com>, <sushmaashwini83@gmail.com>, <tharung2015@gmail.com>, <deepthib03@gmail.com>, <akashgowda140@gmail.com>, <adityaraj1183@gmail.com>, <anilkumaryadav28130@gmail.com>, <siddannaveeresh3@gmail.com>, <Willfredweidie@gmail.com>, <bhumigowda.n6@gmail.com>, <thejushree139@gmail.com>, <lalithabodala01@gmail.com>, <archanasb192@gmail.com>, <likhitha.r@qspiders.com>

Hello Sir/Mam,

Good Evening

We are happy to announce the Final Selects for Incubation [Free Training &amp; Placement] of 2023 Batch from your college.

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

Below mentioned students in the offer letter are the Final selects &amp; Please communicate the same with students &amp; we will post you the date of Joining ASAP.

## Download QSpiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

## INCUBATION OFFER LETTER

Dated:

Dear Sir,

We are happy to inform you that Below Students from your college Sapthagiri College of Engineering been Selected in our Incubation Screening Drive.

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	Degree college	Degree YOP	
Bhuvan S	6364174738	bhuvanbhuvi783@gmail.com	BE	Civil	Sapthagiri College of Engineering	2023	S
Chethan I	8660489866	chethanchethu45621@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	S
BhoomikaA	9606288413	bhoomikaabhoomikaa@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	S
Srushti ks	8431318790	srushtiks468@gmail.com	BE	Computer Science(CS)	Sapthagiri College of Engineering	2023	S
NANDITHA G	8971160362	nandithagnandu@gmail.com	BE	Electronics & Communication(E&C)	Sapthagiri College of Engineering	2023	S
Bhavana N	8088571768	bhavana1999n@gmail.com	BE	Information Science(IS)	Sapthagiri College of Engineering	2023	S
supriyo modak	9163164161	supriyomodak97@gmail.com	BE	Information Science(IS)	Sapthagiri College of Engineering	2023	S
Harshitha M	8296799928	harshitham304@gmail.com	BE	Information Science(IS)	Sapthagiri College of Engineering	2023	S
Vimala.N	9663614270	vimulogu1716@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	S
Ashwini.M	6364850521	sushmaashwini83@gmail.com	BE	Information Science(IS)	Sapthagiri College of Engineering	2023	S
Tharun G	7019652994	tharung2015@gmail.com	BE	Mechanical(ME)	Sapthagiri College of Engineering	2023	S
Deepthi B S	7348841726	deepthib03@gmail.com	BE	Computer Science(CS)	Sapthagiri College of Engineering	2023	S
Akash B	9148046226	akashgowda140@gmail.com	BE	Mechanical(ME)	Sapthagiri College of Engineering	2023	S
Aditya Raj	7050694917	adityaraj1183@gmail.com	BE	Information Science(IS)	Sapthagiri College of Engineering	2023	S

Principal

Sapthagiri College of Engineering

14/5, Chikkasandra, Hesarghatta Main Road,

Bangalore - 560 087



Anil Kumar Yadav P	6361840616	anilkumaryadav28130@gmail.com	BE	Electronics & Communication(E&C)	Sapthagiri College of Engineering	2023	Sele
veeresh s	9008723671	siddannaveeresh3@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	Sele
Clement wilfred weidle	8431044528	Wilfredweidle@gmail.com	BE	Mechanical(ME)	Sapthagiri College of Engineering	2023	Sele
Bhumika N	8152992744	bhumigowda.n6@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	Sele
Thejashree B P	9071072789	thejushree139@gmail.com	BE	Computer Science(CS)	Sapthagiri College of Engineering	2023	Sele
Lalitha B	7259690436	lalithabodala01@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	Sele
Archana S B	8861023479	archanasb192@gmail.com	BE	Electrical & Electronics(EEE)	Sapthagiri College of Engineering	2023	Sele

**NOTE:**

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

**RULES:**

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10<sup>th</sup> 12<sup>th</sup>/PUC & Degree[Till Now], 1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

- Karnataka/MP/Chandigarh/Punjab—9513884738/8867795448/9901524808/981077638

[Note- This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a print/show the mail confirmation to the respective concerns @ QSpiders ]

Signature latest- Namratha

Thanks & Regards,

L Devika Rani Shelke  
Business Manager

QSpiders Campus Connect

id:- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | AP|Pune | Mumbai | Kolkatta |Chandigarh |

Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

5 attachments



image001.png  
3K

image003.png  
1K



QSpiders  
Training & Development Center

image004.png  
11K



image002.jpg  
3K

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





## Letter of Intent (LOI)

Superset ID: 3635687

Date: November 25, 2022

Dear Christo Koshy Thomas,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.


For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).  
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

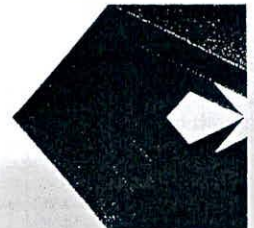
GenC HR Team will reach out to you over email to guide you on the next steps.  
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar  
Vice President - Human Resources

  
Principal  
Sapthagiri College of Engineering  
1003, Chikkasandra, Hosuraghatta Main Road  
Salem - 636 007





## Offer Letter

Dear Deepak Chauhan,

Issued on: 21/10/2022

We are pleased to inform you that you have been selected for **Free Training & Placements**.  
Your online reporting schedule will be conveyed to you on your registered email ID.

For verification purpose, you are requested to please send us the following through Email,

- Passport size photo
- Scanned copy of your College ID Card
- Signed copy of this Offer letter
- 1 Govt ID proof. (Driving License / PAN card / AADHAR card)

ExcelR email id: [e-cap@excelr.com](mailto:e-cap@excelr.com)

### Following are the details for Job Profile

For:

**QA Automation (Selenium) / Manual Tester**

Job Location: **PAN India**

#### **Job Description**

Job Profile: **Jr.QA Engineer / QA Engineer**

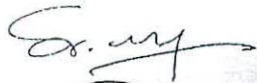
Position: **QA Automation Tester (Selenium) / Manual Tester**

Location: **PAN India**

Duration: **2 months of training and 100% Placement Assistance**

Package\*: **2.8LPA to 5LPA**

Best Regards,



**Srinivas Gurralla**

**Director**

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



\*Note: This offer is valid only when you satisfy all the criteria of the training and placement process.  
Final Package depends on the interview performance.

## ExcelR Solutions

49, 1st Cross, 27th Main, Behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068

Email: [enquiry@excelr.com](mailto:enquiry@excelr.com) | 1800-212-2120 (Toll Free)

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



November 08, 2022

## LETTER OF INTENT

Dear Mr. Rudresh S

Congratulations on your selection at "HiveMinds Innovative Market Solutions Pvt Ltd"  
We are Pleased to offer you the position of "**Marketing Analyst**" in our organization

1. **Compensation & Benefits:** Your compensation and benefits are all follows.
  - Your CTC would be Rs. 3,00,000/-
  - Additional benefits: PF, Medclaim & Subsidized Food/Meals
2. **Date of Joining:**
  - You are required to join us on 3<sup>rd</sup> July 2023
3. **Joining Formalities:** on the joining day you are required to submit soft copy of the following documents
  - Certificates of Educational/ Professional qualification (10<sup>th</sup> Std. 12<sup>th</sup> Std. and Graduation Certificates), Pan card, Aadar Card and canceled cheque

This is a letter of Intent, and the detailed Appointment letter will be issued on the date of Joining.

Congratulations once again on your selection and we look forward for your long and mutual association with "HiveMinds' Innovative Market Solutions Pvt Ltd"

With Best Regards

For HiveMinds Innovative Market Solutions Pvt Ltd



Priya.lakshminarayan  
Head HR Ops & People Culture  
Website: hiveminds.in



Principal  
Sapthagiri College of Engineering  
14/5, Chikmagalur, Hosurachatta Main Road  
Bangalore - 560 057



November 08, 2022

## LETTER OF INTENT

Dear Mr. Vinay S

Congratulations on your selection at "HiveMinds Innovative Market Solutions Pvt Ltd"  
We are Pleased to offer you the position of "Marketing Analyst" in our organization

1. **Compensation & Benefits:** Your compensation and benefits are all follows.
  - Your CTC would be Rs. 3,00,000/-
  - Additional benefits: PF, Medclaim & Subsidized Food/Meals
2. **Date of Joining:**
  - You are required to join us on 3<sup>rd</sup> July 2023
3. **Joining Formalities:** on the joining day you are required to submit soft copy of the following documents
  - Certificates of Educational/ Professional qualification (10<sup>th</sup> Std. 12<sup>th</sup> Std. and Graduation Certificates), Pan card, Aadar Card and canceled cheque

This is a letter of Intent, and the detailed Appointment letter will be issued on the date of Joining.

Congratulations once again on your selection and we look forward for your long and mutual association with "HiveMinds' Innovative Market Solutions Pvt Ltd"

With Best Regards

For HiveMinds Innovative Market Solutions Pvt Ltd



Priya.lakshminarayan  
Head HR Ops & People Culture

Website: hiveminds.in



Principal  
Sapthagiri College of Engineering  
16/5, C. ... & Hosurachatta Main Road  
... - 561 057





## Letter of Intent (LOI)

Superset ID: 3619828

Date: November 25, 2022

Dear Nrupada Ramesh,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).  
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.  
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar  
Vice President - Human Resources

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





**Re: Proposal from Up-Tech tie up with Tecosim**

1 message

Nishchitha N &lt;n.nishchitha@tecosim.in&gt;

Tue, Nov 29, 2022 at 7:22 PM

To: VINAY S &lt;vinay.s@sapthagiri.edu.in&gt;

Cc: Suma Hiremath &lt;suma.h@sapthagiri.edu.in&gt;, Varkey George &lt;g.varkey@tecosim.in&gt;, sapthagiriplacements &lt;sapthagiriplacements@gmail.com&gt;

Hello Mr. Vinay,

As discussed, below mentioned are cleared the HR round and will be proceeding further with training for them,

- Rahul Chaudary
- Sourabha
- Rahul H M

And as discussed, we are expecting the updates on below mentioned points,

- the date confirmation for SSLC marks card to handover TECOSIM (to proceed further with HR process)
- College schedule for selected students till July ending ( in terms of exams schedule, and lab schedule to plan training program)

Look forward for your confirmation.

please feel free to reach us back if any clarification

With Best Regards,

---

Nishchitha N

Business Development Executive  
Up-Tech

TECOSIM Engineering Services Pvt. Ltd.  
343, 17th Cross, Dollars Colony,  
RMV II Stage,  
Bangalore 560 094, INDIA



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



**Fwd: 1st Round Selects**

Revathi N &lt;revathin@sapthagiri.edu.in&gt;

Tue, Jan 3, 2023 at 2:56 PM

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

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

From: **Support Destination-Techs** <support@destinationtechs.com>

Date: Mon, Dec 26, 2022 at 4:43 PM

Subject: Re: 1st Round Selects

To: Revathi N &lt;revathin@sapthagiri.edu.in&gt;

Dear Revathi Madam

Please find the list of Selected students

UPK SWAMY — MECH

Bhavya.s

Adharsh Bhanu Sharma BS

Nisha A B

Sindhu s

Deepthi K

CHETHAN V

Deekshith G D

Aniruddha M — MECH

Praneet V K

Ashish singh

Harsshitha JK

Vignesh.g

Ashwin R — MECH

Harshini Girish Mitra

Harshith.H Acharya — MECH

Tarun NN — MECH

S. K. Vishal

Janet Evangelin KM

Bharath Kumar N

Thanks and Regards,



**Destination Technologies,**  
16th Main, 7th Cross, BTM 2nd Stage,  
Bengaluru-560076

Facebook | Website | Instagram



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



**Fwd: DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE**

1 message

Aniruddha M <aniruddhamohana@gmail.com>  
To: sapthagiriplacements@gmail.com, ramkumarm@sapthagiri.edu.in

Mon, Feb 13, 2023 at 4:16 PM

Aniruddha M  
1SG19ME007  
Mechanical Engineering

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

From: **DESTINATION PLACEMENTS** <placementcell@destinationtechs.com>  
Date: Fri, Dec 16, 2022, 12:59 PM  
Subject: DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE  
To: Deepak kumar <deepak@destinationtechs.com>, Subramanya Raj <subramanya@destinationtechs.com>

Dear Candidates,

Greetings from **DESTINATION TECHNOLOGIES !!!**Thank you for Participating in the **CSR Drive** conducted by Us at your esteemed organization....

We CONGRATULATE you for clearing the Interview and being selected for the CSR activity and the placement opportunities provided by Destination Technologies.

Consider this mail as an invitation to participate in the CSR activity when you are coming for the **OFFLINE COURSE** with us @ our Destination Technology Institute.

We will intimate the Date and time of the Course when it's scheduled after your 7th Sem exams.

We also would Request you to Join our Telegram Group for more updates on Training and Placement Drive updates :  
**<https://t.me/+FE0nRjUFM9UzMzBI>****NOTE:- PLEASE SAVE THIS E-MAIL TO SHOWCASE FOR THE OFFLINE TRAINING PROGRAM @ OUR DESTINATION INSTITUTE**

Thanks and Regards,  
Contact:- 9888738888  
**Destination Technologies.**  
951, 2nd & 3rd floor, 16th Main Rd,  
Mico Layout, BTM 2nd Stage,  
Bengaluru, Karnataka 560076  
Website : [www.destinationtechs.com](http://www.destinationtechs.com)



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



**Fwd: DESTINATION TECHNOLOGIES - CSR DRIVE - DISCOUNTED FEE STRUCTURE**

1 message

Ashwin Rajendra &lt;ashwinrajendra617@gmail.com&gt;

Mon, Feb 13, 2023 at 4:18 PM

To: sapthagiriplacements@gmail.com

Ashwin R  
1SG19ME010

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

From: **DESTINATION PLACEMENTS** <placementcell@destinationtechs.com>

Date: Tue, 3 Jan 2023, 2:11 pm

Subject: DESTINATION TECHNOLOGIES - CSR DRIVE - DISCOUNTED FEE STRUCTURE

To: &lt;chandru.destination@gmail.com&gt;

Dear Candidates,

Greetings from **DESTINATION TECHNOLOGIES !!!**

We thank you for your participation in CSR Drive we conducted at your esteemed organization

Since you could complete 50% of the Interview Process we would like to **OFFER 50% discount Price on your TRAINING FEES.**

Actual Training Fees :- Rs. 30000/-

Eligible Discount :- Rs. 15000/-

Final Price that you have to pay is only Rs.15000/-

**NOTE:- PLEASE SAVE THIS E-MAIL TO SHOWCASE FOR THE OFFLINE TRAINING PROGRAM TO AVAIL THE DISCOUNTED PRICE @ OUR DESTINATION INSTITUTE**

Thanks and Regards,

Contact:- 9888738888

Destination Technologies.


951, 2nd &amp; 3rd floor, 16th Main Rd,

Mico Layout, BTM 2nd Stage,

Bengaluru, Karnataka 560076

Website : [www.destinationtechs.com](http://www.destinationtechs.com)

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



**Fwd: DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE**

1 message

Harshith Acharya <harshithacharya5@gmail.com>  
To: Sapthagiriplacements@gmail.com

Mon, Feb 13, 2023 at 4:25 PM

Name: HARSHITH.H ACHARYA  
USN: 1SG20ME408  
Branch: MECHANICAL ENGINEERING

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

From: **DESTINATION PLACEMENTS** <placementcell@destinationtechs.com>

Date: Mon, 26 Dec, 2022, 2:42 pm

Subject: **DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE**

To: <aakritiupadhyay@gmail.com>, <amanbehera1997@gmail.com>, <kousalya.n805@gmail.com>, <akeelabbas29@gmail.com>, <mohammedzayaan899@gmail.com>, <shubhashubha701@gmail.com>, <Mhdnoor06@gmail.com>, <sucharithab13@gmail.com>, <manucharikrishna@gmail.com>, <karuppuswamy143@gmail.com>, <spbhavya100@gmail.com>, <adharsh916@gmail.com>, <nisha.ab04@gmail.com>, <sindhusainath44@gmail.com>, <deepthikkankesh@gmail.com>, <chethuchethanv5493@gmail.com>, <deeksithgd@gmail.com>, <aniruddhamohana@gmail.com>, <praneetvk32@gmail.com>, <moniash29@gmail.com>, <harsshithajk@gmail.com>, <vignesh.17aradhya@gmail.com>, <ashwinrajendra617@gmail.com>, <harshinigmitra@gmail.com>, <harshithacharya5@gmail.com>, <taruntapan1056@gmail.com>, <VISHALKSVJ2@gmail.com>, <janetevelangelin96@gmail.com>, <bharathappu1353@gmail.com>, <himanshu399231@gmail.com>, <monisha8971@gmail.com>, <manaviprakash9071@gmail.com>, <mozammil832002@gmail.com>, <pv521575@gmail.com>, <nischitha1900@gmail.com>, <prashantk0622@gmail.com>, <poojapushpa74@gmail.com>, <abhishekm3185@gmail.com>, <aishwaryaganu49@gmail.com>, <haleemamishbahnoorain@gmail.com>, <harimenon2608@gmail.com>, <harshithasr164@gmail.com>, <kavyakd6568@gmail.com>, <nithishps186@gmail.com>, <pavankumarnaik5069@gmail.com>, <rohithsabar284@gmail.com>, <meetsahanacta@gmail.com>, <shwetagtigadi@gmail.com>, <sneha.u2223@gmail.com>, <sujayankush12@gmail.com>, <ummehumera89@gmail.com>, <bharathiugran2001@gmail.com>

Dear Candidate,

Greetings from **DESTINATION TECHNOLOGIES !!!**Thank you for Participating in the **CSR Drive** conducted by Us at your esteemed organization....We **CONGRATULATE** you for clearing the Interview and being selected for the CSR activity and the placement opportunities provided by **Destination Technologies**.Consider this mail as an invitation to participate in the CSR activity when you are coming for the **OFFLINE COURSE** with us @ our Destination Technology Institute.

We will intimate the Date and time of the Course when it's scheduled after your 7th Sem exams.

We also would Request you to Join our Telegram Group for more updates on Training and Placement Drive updates :

[https://t.me/+G\\_8hKeGGqCpIYZa1](https://t.me/+G_8hKeGGqCpIYZa1)

NOTE:- PLEASE SAVE THIS E-MAIL TO SHOWCASE FOR THE OFFLINE TRAINING PROGRAM @ OUR  
DESTINATION INSTITUTE

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



**NOTICE:- DO NOT SHARE THE TELEGRAM GROUP LINK WITH ANY STUDENTS**

Thanks and Regards,

Contact:- 9888738888

Destination Technologies.

951, 2nd & 3rd floor, 16th Main Rd,

Mico Layout, BTM 2nd Stage,

Bengaluru, Karnataka 560076

Website : [www.destinationtechs.com](http://www.destinationtechs.com)



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Principal

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



**Fwd: DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE**

1 message

1SG19ME072 Tarun NN <taruntapan1056@gmail.com>  
To: sapthagiriplacements@gmail.com

Mon, Feb 13, 2023 at 3:46 PM

Tarun NN  
1SG19ME072

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

From: **DESTINATION PLACEMENTS** <placementcell@destinationtechs.com>

Date: Fri, 16 Dec 2022, 12:59 pm

Subject: DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE

To: Deepak kumar &lt;deepak@destinationtechs.com&gt;, Subramanya Raj &lt;subramanya@destinationtechs.com&gt;

Dear Candidates,

Greetings from **DESTINATION TECHNOLOGIES !!!**Thank you for Participating in the **CSR Drive** conducted by Us at your esteemed organization....We **CONGRATULATE** you for clearing the Interview and being selected for the CSR activity and the placement opportunities provided by Destination Technologies.Consider this mail as an invitation to participate in the CSR activity when you are coming for the **OFFLINE COURSE** with us @ our Destination Technology Institute.

We will intimate the Date and time of the Course when it's scheduled after your 7th Sem exams.

We also would Request you to Join our Telegram Group for more updates on Training and Placement Drive updates :  
**<https://t.me/+FE0nRjUFM9UzMzBI>****NOTE:- PLEASE SAVE THIS E-MAIL TO SHOWCASE FOR THE OFFLINE TRAINING PROGRAM @ OUR DESTINATION INSTITUTE**

Thanks and Regards,  
Contact:- 9888738888  
Destination Technologies.  
951, 2nd & 3rd floor, 16th Main Rd,  
Mico Layout, BTM 2nd Stage,  
Bengaluru, Karnataka 560076  
Website : [www.destinationtechs.com](http://www.destinationtechs.com)



Facebook | Website | Instagram



Principal

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



**Offer letter from destination Technologies U P K Swamy. 1SG19ME066**

1 message

UPK Swamy &lt;upkswamy25@gmail.com&gt;

Mon, Feb 13, 2023 at 4:16 PM

To: Sapthagiriplacements@gmail.com, ramkumarm@sapthagiri.edu.in

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

From: **DESTINATION PLACEMENTS** <placementcell@destinationtechs.com>

Date: Wed, 11 Jan 2023 at 12:15 PM

Subject: **DESTINATION TECHNOLOGIES - CSR DRIVE - SELECTED CANDIDATES UPDATE**

To: upkswamy25@gmail.com &lt;upkswamy25@gmail.com&gt;

Dear Candidate,

Greetings from **DESTINATION TECHNOLOGIES !!!**Thank you for Participating in the **CSR Drive** conducted by Us at your esteemed organization....We **CONGRATULATE** you for clearing the Interview and being selected for the CSR activity and the placement opportunities provided by **Destination Technologies**.Consider this mail as an invitation to participate in the CSR activity when you are coming for the **OFFLINE COURSE** with us @ our Destination Technology Institute.

We will intimate the Date and time of the Course when it's scheduled after your 7th Sem exams.

We also would Request you to Join our Telegram Group for more updates on Training and Placement Drive updates :

[https://t.me/+G\\_8hKeGGqCpIYzA1](https://t.me/+G_8hKeGGqCpIYzA1)**NOTE:- PLEASE SAVE THIS E-MAIL TO SHOWCASE FOR THE OFFLINE TRAINING PROGRAM @ OUR DESTINATION INSTITUTE****NOTICE:- DO NOT SHARE THE TELEGRAM GROUP LINK WITH ANY STUDENTS**

Thanks and Regards,

Contact:- 9888738888

**Destination Technologies.**

951, 2nd &amp; 3rd floor, 16th Main Rd,

Mico Layout, BTM 2nd Stage,

Bengaluru, Karnataka 560076

Website : [www.destinationtechs.com](http://www.destinationtechs.com)

Facebook | Website | Instagram



Principal

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





**Indo-MIM Private Limited**

#45(P), KIADB Industrial Area, Hoskote, Bangalore 562 114. (CIN U28110KA1996PTC137499)

Phone: +91-080-22048800/ FAX: +91-080-27971624 / Website: [www.indo-mim.com](http://www.indo-mim.com)

Mr. Lokesh L  
S/o Lakkanna K  
Maskal post, Gulur Hobali,  
Tumkur Tq & District.

February 16, 2023

Dear Lokesh,

**OFFER LETTER**

Congratulations on your selection. We are pleased to offer you the position of "Graduate Engineer Trainee" in our organization.

**1. Compensation & Benefits:**

- ☐ Your Compensation & other Company benefits are as follows:
- ☐ Annexure – 1 (As discussed at the time of interview)
- ☐ Additional benefits: Medi-claim coverage /ESI, Bonus, Highly subsidized canteen.

**2. Joining Date:**

You would be required to join us on or before **1<sup>st</sup> August 2023**

**3. Joining Formalities:**

On the day of your joining you are required to submit a copy of the following documents along with the originals.

1. Certificate of educational/professional qualifications (10<sup>th</sup> & Diploma & BE).
2. Passport size color photographs - 4 copies.
3. Relieving, Experience & Salary certificate of previous company (if applicable)
4. Original mark sheet/certificates for verification.

**4. Pre-employment medical test:**

Candidate shall go through pre-employment medical test before **1<sup>st</sup> August 2023**.

**5. Police Verification:**

Candidate shall get police NOC for employment purpose from the jurisdiction police station as per the adhar card.

This is an offer of appointment. A detailed formal letter of appointment will be issued to on the date of joining.

**Note:** This offer is valid subjected to, your medical fitness, Police NOC and Submission of original academic certificates for Verification.

Congratulations once again on your selection and we look forward for a long and mutually beneficial association.

With Best Regards.

For Indo – MIM Pvt. Ltd.,

*Jayaram M. N.*  
Jayaram M N  
Sr Manager - HR

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

**NOTE: Kindly return the duplicate copy of this letter with your acceptance.**

I agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on .....



Ref: IM/2022

16.02.2023

Name : Mr.Lokesh L  
 Designation : Graduate Engineer Trainee  
 Salary scheme : Scheme- GET 1  
 Date of effective : 01.08.2023


#	Component	Rs. Per month	Rs. Per annum
<b>Salary- Monthly</b>			
A	Basic	16223	1,94,676
	House Rent Allowance	4550	54,600
	<b>Total-1</b>	<b>20,773</b>	<b>2,49,276</b>
<b>Annual Benefit</b>			
B	Ex-gratia	3,245	38,940
	<b>Total-2</b>	<b>3,245</b>	<b>38,940</b>
<b>Retiral &amp; Other Benefit</b>			
C	Company's PF Contribution @ 12%	1,800	21,600
	ESI 3.25% Gross	675	8,101
	Gratuity 4.81% on Basic	780	9,360
	Medical Insurance	0	0
	Term Insurance	279	3,348
	<b>Total - 3</b>	<b>3,534</b>	<b>42,409</b>
	<b>Cost to Company (Total:1 to 3)</b>	<b>27,552</b>	<b>3,30,625</b>

**Net Monthly Salary**

Company's PF Contribution @ 12% on Ceiling 1,800  
 Amount of 15000 on Gross Wages Except HRA  
 Less: Professional Tax 200  
 Less: ESI 156  
 Less: Canteen Cost 200  
 Income Tax deduction To be assessed  
**Net Monthly Salary but before Income tax 18,417**

The Management reserves the right to restructure your salary at any time. Arrears if any, will be paid along with current month salary.

for Indo - MIM Pvt Ltd

  
 Jayaram M N  
 Sr.Manager - Human Resources

  
 Principal  
 Sathagiri College of Engineering  
 14/5 Chikkasandra, Hasaraghatta Main Road  
 Bengaluru - 560 057  
 Signature of the employee





**Indo-MIM Private Limited**

#45(P), KIADB Industrial Area, Hoskote, Bangalore 562 114. (CIN U28110KA1996PTC137499)

Phone: +91-080-22048800/ FAX: +91-080-27971624 / Website: [www.indo-mim.com](http://www.indo-mim.com)

Ref: IM/PM/2023

Date: 16.02.2023

**Director (CEO)**  
**Bangalore Baptist Hospital**  
Ballary Road  
Vinayakanagar, Hebbal,  
Bengaluru, Karnataka 560024.

Dear Sir/Madam,

**Subject: Pre - Employment Medical Test.**

The below mentioned personnel is advised to contact you for Pre-employment medical test. Kindly arrange for his/her pre-employment medical test.

Please send the report to the below mentioned address at the earliest.

You may please send the bill to company for payment.


**Mr. Lokesh L**

**Note: Please send report to Hosakote plant**

Thanking you,

Yours faithfully  
For Indo – MIM Pvt. Ltd.

*Jayaram M.N.*  
**Jayaram MN**  
**Sr.Manager- HR**

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



04/02/2023  
Chennai

Dear Dilip Kumar NR,

,Congratulations!

We are thrilled to inform you that you have been accepted for Internship at Garuda Aerospace for duration of **3 months**. Attached are the specific terms and conditions of our offer.

**Acceptance and Commencement**

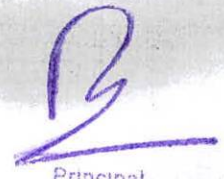
Your appointment will be effective on your joining date ,i.e.,06/02/2023to 06/05/2023 To confirm your acceptance of this offer, you are required to;

- Respond via email to [hr@garudaaerospace.com](mailto:hr@garudaaerospace.com) to communicate acceptance of the offer and to confirm to your joining dates.
- This is paid Internship you will be getting 5000/- per month
- Request for leave must be stated 3days in advance to the respective department Head
- Working days will be 6 days a week with 9 Hours working.

During the Internship you may have access to companies, client confidential information & you agree that you will keep all the company or client information strictly confidential and will not share it with any thirdparty or any person outside the company. You will not use it for your benefits and on the completion of the internship, you will return the documents, equipment, and all property of the company (if any). Incase found if any information is shared, Company has the right to take the appropriate actions

- The company norms followed by our regular employees at Garuda Aerospace applies for all the interns and must be strictly followed.

Sincerely,



Principal

Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesaraghatta Main Road**Garuda Aerospace Pvt. Ltd.**  
CIN:U74900TN2015PTC102474  
GSTIN: 33AAGCG1621A1ZG[www.garudaaerospace.com](http://www.garudaaerospace.com)[info@garudaaerospace.com](mailto:info@garudaaerospace.com)

+91-7824833884

#24/46, KB Dasan Road, Seetammal Colony, Lubdhi Colony, Alwarpet, Chennai, Tamil Nadu - 600018.



**ACCEPTANCE OF INTERNSHIP TERMS AND CONDITIONS:**

I agree that I have read, understood, and accepted internship terms and conditions with Garuda Aerospace under the terms and conditions stated above.

Signature:

Name:

Date:

Date of Joining (if requesting an alternative date):



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

**Garuda Aerospace Pvt. Ltd.**  
**CIN: U74900TN2015PTC102474**  
**GSTIN: 33AAGCG1621A1ZG**



**Fwd: Invitation for Campus drive @ our college in February and March month**

1 message

Harikrishna N &lt;harikrishna@sapthagiri.edu.in&gt;

Mon, Jul 10, 2023 at 9:30 AM

To: "Sapthagiri College Of Engineering (Placement Department)" &lt;sapthagiriplacements@gmail.com&gt;

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

From: **Director** <director@sapaero.in>

Date: Fri, Feb 3, 2023 at 5:04 PM

Subject: Re: Invitation for Campus drive @ our college in February and March month

To: Harikrishna N &lt;harikrishna@sapthagiri.edu.in&gt;

Cc: suma hiremath &lt;suma.h@sapthagiri.edu.in&gt;, devusiddu7696 &lt;devusiddu7696@gmail.com&gt;

Dear Harikrishna,

Thanks for sending your students for the interview. Please find attached the list of candidates whom we have shortlisted for the Trainee Engineer position. The training would be a rigorous one where in selected candidates would be exposed to machining, inspection, deburring and all sorts of tedious jobs for the first 6 months as we believe that only if they learn from scratch will they become good managers in future as they would be able to judge if people working under them are working efficiently or not. So we once again would request you to check with them if they can work in such an environment otherwise they would be wasting their time as well as ours. Once they complete their training period they would be efficient enough and would be the deserving engineers who not just would be absorbed by our company on permanent roles but would also be the preferred engineers from companies such as Airbus, Boeing etc.

We wish the selected candidates all the best and welcome towards a good future.

Warm Regards

Sathya.C

Director

MOB:+91 8892830838

**SAPTHAGIRI AEROSPACE & DEFENCE PVT LTD**

E-MAIL:director@sapaero.in

Website: www.sapaero.in

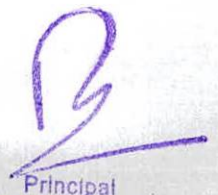
BANGALORE-560079



--- On Wed, 01 Feb 2023 10:26:16 +0530 Harikrishna N &lt;harikrishna@sapthagiri.edu.in&gt; wrote ---

Hello Sir,

I'm sharing the interested student list who are coming for an interview tomorrow in your location, please find the attached below file.

**NOTE : Our student will join immediately in Next month.***Please feel free to call me on 7026030903 for further details.*

Principal

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



## Selected list for Trainee Engineers

SL No	Candidate name	Status
1	AKASH	SELECTED
2	KAUSHIK	SELECTED
3	Ankush g	SELECTED
4	Aravind m	SELECTED
5	Dilip kumar	SELECTED
6	Harish	SELECTED
7	Chetan kumar	SELECTED
8	Jeevankumar	SELECTED
9	Badrish	SELECTED







Indish Technologies

Concept | Design | Engineering

Date: 06/02/2023

To,

HARISH G

#15/54, 6th F cross,

Guttebasaveshwara Nagar, Chikkabanavara,

Bangalore - 90

Mr. Harish G,

We wish to inform that you have been selected for Internship at PLM Indishtech Pvt Ltd.

The Internship will be for 3 months, and you will be paid Rs.10,000/- per month during the period.

During the internship, you will closely work with PLM Indishtech Pvt Ltd.,

Date of Joining – 6<sup>th</sup> February 2023

We wish the Internship would be beneficial.

For PLM Indishtech Pvt Ltd.

*sushma*

**Sushma. G**

HR

Head - People Operations

Principal

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

CIN : U72200KA2015PTC082080

PLM IndishTech Pvt Ltd. #14, 2nd Floor, Share Office Solution, Tamare Kannan Road, Halasuru, Bengaluru 560 008, India

T +91 78187 45505

www.indishtech.com





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**Date: 14<sup>th</sup> February 2023**

**Location: Bangalore**

**PRIVATE AND CONFIDENTIAL**

Employment Offer Letter and Terms and Conditions of Employment,

**Dear Mr. Charith A**

We are pleased to offer you to do employment at SP Leak Test & Automation Pvt Ltd, as a **Trainee**, at our Peenya, Bangalore office. Your work location will be Bangalore. You will be notified about the person you will be reporting to shortly after you have accepted this offer. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be **01<sup>st</sup> July 2023**

**• Remuneration Package:**

1. Annual Compensation: You are being offered a total annual compensation of **Rs. 1,80,000 (CTC)** (Rupees: One Lakh Eighty Thousand Only). You will be on 1 year probation period. The details of the Annual Compensation being offered to you are as follows:

  
Principal  
Sapthagiri College of Engineering  
14/5, Chikkasandra, Hosur

SP LEAK TEST & AUTOMATION PVT. LTD. No.C -199,4<sup>th</sup> Cross, 1<sup>st</sup> Stage, Peenya Industrial Area,Bangalore-560058,Tel : 080-43706587 ,E-mail: info@splta.com, Web:www.splta.com

(ORIGINAL COPY)





Leak Test & Automation Pvt. Ltd.  
Innovation For Tomorrow

Leak Test

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**Benefits:** In addition to the annual cash compensation, you will be eligible for company sponsored India specific benefit programs such as gratuity, provident fund, medical insurance for the employee and his/her family and accident insurance for the employee. (Applicable for all depending upon the number of employees in the company).

**Bonus program:** In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

**Other Terms:**

Please read the following terms and contact us with any questions that you may have.

The overall CTC offered to you is **Rs. 15,000 per month.**

**CTC - Allowances, Gratuity, Taxes, Insurance**

\*The CTC agreed upon by this contract will be inclusive of your PF, allowances, gratuity, insurance and any associated components. You will have the option to discuss the percentages of these components with the Company.

**1. Employment Agreement:** Once you accept this offer, you will be required to sign Employment agreement the format of which is attached to this Employment Letter. Your employment with the company will be on the terms of this Employment Letter and the Employment Agreement until the end of your Employment with the Company in accordance with the Employment Agreement.

**2. Working Hours:** The normal expected standard working hours are 9.00 am to 6.30 pm from Monday to Saturday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours.

Principal

Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesarghatta Main Road, Bangalore-560058, Tel : 080-43706587

SP LEAK TEST & AUTOMATION PVT. LTD. No.C -199, 4<sup>th</sup> Cross, 1<sup>st</sup> Stage, Peenya Industrial Area, Bangalore-560058, Tel : 080-43706587, E-mail: info@splta.com, Web:www.splta.com

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Leak Test & Automation Pvt. Ltd.  
Innovation For Tomorrow

Leak Test

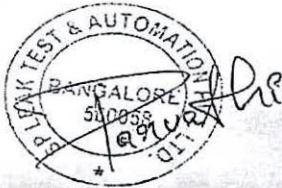
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Special Purpose Automation

Yours truly,



Authorized Signatory


**SP Leak Test & Automation Pvt. Ltd.**

I accept the offer and terms of Employment as detailed in this letter and the attached Employment Agreement,

**Employee's Signature:**

Date:

PLACE-BANGALORE

  
Principal  
Sapthagiri College of Engin  
14/5, Chikkasandra, Hesaraghatta Ma...  
Bangalore - 560 057

SP LEAK TEST & AUTOMATION PVT. LTD. No.C -199,4<sup>th</sup> Cross, 1<sup>st</sup> Stage, Peenya Industrial Area,Bangalore-560058,Tel :  
080-43706587 ,E-mail: info@splta.com, Web:www.splta.com

(ORIGINAL COPY)





Leak Test & Automation Pvt. Ltd.

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Date: 14.02.2023

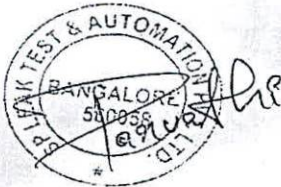
**To Whom it may concern**

This letter is to confirm that **Mr. Charith A** has been employed on full time with our company & is working as an **Trainee**.

As per discussion his next **3** years salary details mentioned below.

1. **1<sup>st</sup> year salary – 15k CTC (Including ESI/PF)**
2. **2<sup>nd</sup> year salary – 20k CTC (Including ESI/PF)**
3. **3<sup>rd</sup> year salary – 25k CTC (Including ESI/PF)**

Yours's truly,



Authorized Signatory

**SP Leak Test & Automation Pvt Ltd**

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





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**Date: 14<sup>th</sup> February 2023**

Location: Bangalore

## **PRIVATE AND CONFIDENTIAL**

Employment Offer Letter and Terms and Conditions of Employment,

**Dear Mr. Hemanth HN**

We are pleased to offer you to do employment at SP Leak Test & Automation Pvt Ltd, as a **Trainee**, at our Peenya, Bangalore office. Your work location will be Bangalore. You will be notified about the person you will be reporting to shortly after you have accepted this offer. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be **01<sup>st</sup> July 2023**

### **• Remuneration Package:**

1. Annual Compensation: You are being offered a total annual compensation of **Rs. 1,80,000 (CTC)** (Rupees: One Lakh Eighty Thousand Only). You will be on 1 year probation period. The details of the Annual Compensation being offered to you are as follows:

Principal

Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesaraghatta Main Road  
Bangalore - 560 067

SP LEAK TEST & AUTOMATION PVT. LTD. No.C -199,4<sup>th</sup> Cross, 1<sup>st</sup> Stage, Peenya Industrial Area,Bangalore-560058,Tel :  
080-43706587 ,E-mail: info@splta.com. Web:www.splta.com

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Leak Test & Automation Pvt. Ltd.

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**Benefits:** In addition to the annual cash compensation, you will be eligible for company sponsored India specific benefit programs such as gratuity, provident fund, medical insurance for the employee and his/her family and accident insurance for the employee. (Applicable for all depending upon the number of employees in the company).

**Bonus program:** In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

**Other Terms:**

Please read the following terms and contact us with any questions that you may have.

The overall CTC offered to you is **Rs. 15,000 per month.**

**CTC - Allowances, Gratuity, Taxes, Insurance**

\*The CTC agreed upon by this contract will be inclusive of your PF, allowances, gratuity, insurance and any associated components. You will have the option to discuss the percentages of these components with the Company.

**1. Employment Agreement:** Once you accept this offer, you will be required to sign Employment agreement the format of which is attached to this Employment Letter. Your employment with the company will be on the terms of this Employment Letter and the Employment Agreement until the end of your Employment with the Company in accordance with the Employment Agreement.

**2. Working Hours:** The normal expected standard working hours are 9.00 am to 6.30 pm from Monday to Saturday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours.

Principal

Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesarghatta Main Road,  
Bangalore-560058, Tel :





Leak Test & Automation Pvt. Ltd.

Innovation For Tomorrow

Leak Test

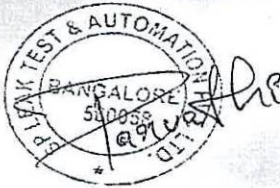
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Servo press

Marking

Special Purpose Automation

Yours truly,



Authorized Signatory

**SP Leak Test & Automation Pvt. Ltd.**

I accept the offer and terms of Employment as detailed in this letter and the attached Employment Agreement,

**Employee's Signature:**

Date:

PLACE-BANGALORE

  
Principal  
Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesarghatta Main Road  
Bangalore - 560 057

SP LEAK TEST & AUTOMATION PVT. LTD. No.C -199,4<sup>th</sup> Cross, 1<sup>st</sup> Stage, Peenya Industrial Area,Bangalore-560058,Tel :  
080-43706587 ,E-mail: info@splta.com, Web:www.splta.com

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Leak Test & Automation Pvt. Ltd.  
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Date: 14.02.2023

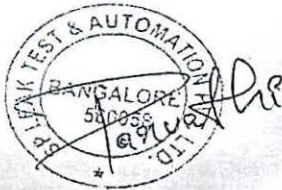
**To Whom it may concern**

This letter is to confirm that **Mr. Hemanth HN** has been employed on full time with our company & is working as an **Trainee**.

As per discussion his next 3 years salary details mentioned below.

1. 1<sup>st</sup> year salary – 15k CTC (Including ESI/PF)
2. 2<sup>nd</sup> year salary – 20k CTC (Including ESI/PF)
3. 3<sup>rd</sup> year salary – 25k CTC (Including ESI/PF)

Yours's truly,



Authorized Signatory  
SP Leak Test & Automation Pvt Ltd

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





Sapthagiri College Of Engineering <sapthagiriplacements@gmail.com>

## Fwd: Requirement of candaties

1 message

Revathi N <revathin@sapthagiri.edu.in>

Mon, Feb 20, 2023 at 9:26 AM

To: sapthagiriplacements <sapthagiriplacements@gmail.com>

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

From: Tpi Blr <tpiblr@accurate.co.in>

Date: Fri, Feb 17, 2023 at 7:00 PM

Subject: Requirement of candaties

To: revathin@sapthagiri.edu.in <revathin@sapthagiri.edu.in>

Cc: quablr8@gmail.com <quablr8@gmail.com>

Dear Madam

As discussed you had sent 22 persons for interview in that 4 person has accepted to work in our Hosa road location ,But now they are not willing to join .

Find the 4 persons names mentioned below for your reference.

- 1.Karthik.N
- 2.Srinivas kalaiselva
- 3.Syed Hussain
- 4.Bharath.V

Thanks with Regards

Anil Kumar S Pawar

Assistant manager – Inspection service

Accurate Engineering Company Pvt. Ltd..-Aditya Engineering Company

#B 386, 1st Floor, 7th Cross, 100, 1st stage

Peenya Industrial Estate, Bangalore -560 058,

Principal

Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesaraghatta Main Road  
Bengaluru - 560 067



Ph.No.080-41283611

Mobile no.9071423212

Email: [quablr8@gmail.com](mailto:quablr8@gmail.com)

[tpiblr@accurate.co.in](mailto:tpiblr@accurate.co.in)

Visit us at: [www.accurate.co.in](http://www.accurate.co.in)



Principal

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14/5, Chikkasandra, Hesara  
Bengaluru - 560 057





**Multi Axis Innovations**  
Innovative solutions to aec Industry

213/3, 2<sup>nd</sup> Block, Rajaji Nagar  
Bangalore – 560 010, India

[www.multiaxis.in](http://www.multiaxis.in)  
+91 99720 98591

February 23, 2023

**Mrs. Revathi**

**SAPTHAGIRI COLLEGE OF ENGINEERING**  
#14/5 Chikkasandra  
Hesaraghatta Main Road  
Bangalore

Dear Madam,

We have conducted the interview and selected the candidates based on the following terms and conditions:

**Company Terms & Conditions as below**

The training will take place ONLINE and OFFLINE.

During the training term, there is NO PAY.

After one week of training, we will update the selected candidates on the next phase of their education.

The shortlisted candidates are required to complete three months of training.

Five days a week of training.

Minimum of two documents every day or ten documents per week should be shared to the group.

A Job offer letter will be sent upon the successful completion of three months of training.

The engineers will be provided with a detailed training contract by the end of this week.

Training will commence on Monday, September 27.

---

Multi Axis Innovations |[Type the document title]

1

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





The Selected candidates list as below

Sl.No	Name	Contact No	Place	Status
1	N.Preethi Raj	7676971863	Bangalore	Selected
2	Dhananjaya BN	6363493275	Bangalore	Selected
3	Bhoomika N	9353255239	Bangalore	Selected
4	Sadhu	7996891037	Bangalore	Selected
5	K.C. Shamanth	8431732932	Bangalore	Selected
6	Vishwas R	8088559625	Bangalore	Selected
7	Bhavana YS	9008189894	Bangalore	Selected
8	Bhavana KS	9353428747	Bangalore	Selected
9	Nandini S	6360833314	Bangalore	Selected
10	Vathsala .R	9740956054	Bangalore	Selected
11	Rishab	7892867504	Bangalore	Selected
12	Moksha Lakshmi	9148368966	Bangalore	Selected
13	Amrutha D	9632974892	Bangalore	Selected
14	Abhishek SN	8088388792	Bangalore	Selected
15	Varun BM	8123226294	Bangalore	Selected
16	Vinod.V	8711905699	Bangalore	Selected
17	Hanamanth Maradi	8431095348	Bangalore	Selected
18	Anushree HD	9632914219	Bangalore	Selected
19	Chinmaye N	8151985564	Bangalore	Selected
20	Neha Murthy	8088283681	Bangalore	Selected

Mech

Thanking you,  
For Multi Axis Innovations Pvt. Ltd.,

Balu Krishna Murthy  
Managing Director



**Fwd: Selection of Mr. Sangeetha Kumar for the position of Trainee -Engineer**

1 message

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

Tue, Apr 4, 2023 at 9:15 AM

To: "Sapthagiri College Of Engineering (Placement Department)" &lt;sapthagiri.placements@gmail.com&gt;

**Regards****Asst. to Placement Officer****080 2837 2800 Ext - 221****Department of Training & Placement**

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

From: **Revathi N** <revathin@sapthagiri.edu.in>

Date: Wed, Mar 8, 2023 at 11:21 AM

Subject: Fwd: Selection of Mr. Sangeetha Kumar for the position of Trainee -Engineer

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

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

From: **REKHA B - HHV** <rekha@hhv.in>

Date: Wed, Mar 8, 2023 at 11:09 AM

Subject: Selection of Mr. Sangeetha Kumar for the position of Trainee -Engineer

To: Revathi N &lt;revathin@sapthagiri.edu.in&gt;

Cc: RAVIKUMAR T - HHV &lt;ravikumar@hhv.in&gt;, suma.h@sapthagiri.edu.in &lt;suma.h@sapthagiri.edu.in&gt;

Dear Ms. Revathi ,

Greetings from HHV!!

Firstly, we would like to thank you for extending your support in organizing the candidates for the interview for the position of Trainee engineer at our company.

We are pleased to inform you that Mr. Sangeetha Kumar has been selected for the position of 'Trainee'- Engineer with CTC of Rs. 2.32LPA.

The selected Candidate is requested to join us on or before 01/06/2023 or on the arrival of final exam results.

However, Mr. Sangeetha kumar can join us as an intern with effect from 20<sup>th</sup> March 2023 . he will be paid the stipend of Rs. 10000-00 PM for two months , once we receive the final results , he will be paid Rs.2.32LPA.

Candidate is required to submit the following documents at the time of on-boarding .

- a. Copies of Qualification Certificates and originals for verification
- b. 6 passport size recent colour photographs
- c. Medical Examination Report (Fitness Certificate)
- d. Blood Group Certificate
- e. Two copies of your PAN card that are self-attested.
- f. One copy of your AADHAR card that are self-attested.



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Bengaluru - 560 001



g. Two copies of a valid Passport, Driving License, Election ID Card or Ration Card that are self-attested.

The detailed appointment letter will be issued on the joining day.

Candidate is requested to send the confirmation of acceptance of the offer from his side.

In case of any clarification, please feel free to contact us.

We look forward to having longer association with us.

With regards,

Rekha.B

Senior Manager -HR & Admin

Hind High Vacuum Company Pvt Ltd,

Dabaspet, Bengaluru.

Mobile : 9945988317

**From:** Revathi N <revathin@sapthagiri.edu.in>

**Sent:** Monday, January 2, 2023 12:14 PM

**To:** REVATHI M - HHV <revathi@hhv.in>

**Cc:** RAVIKUMAR T - HHV <ravikumar@hhv.in>; REKHA B - HHV <rekha@hhv.in>; suma.h@sapthagiri.edu.in

**Subject:** Letter of acceptance

**[CAUTION:** This message came from an external domain. Please report if there are any suspicious attachments, links or requests for sensitive information.]

Dear Revathi,

Please find the attachment letter of acceptance for your reference.

Regards

Revathi

9741341905

**DISCLAIMER:** The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

**WARNING:** Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. Hind High Vacuum Company Private Limited accepts no liability for any damage caused by any virus transmitted by this email. www.hhv.in

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





**SANGEETH KUMAR S**

Employee Number : HHV01831  
Division : TFED  
Department : Design  
Blood Group : O+  
ICE Name : SANTHOSH KUMAR G  
ICE Number : +91- 9448417458

**Hind High Vacuum Company Pvt. Ltd.**

Principal

Sapthagiri College of Engineering  
14/5, Chikkasandra, Hesarghatta, Bengaluru - 560 047





## INTERNSHIP LETTER

Yashwant K ,

Date: Wednesday, March 8, 2023

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of **Intern - Sales BTC** on following terms & conditions:

### Offer Details:

Designation:	Intern - Sales BTC
Department:	Sales BTC
Employment Type:	Intern
Date of Joining:	Tuesday, March 14, 2023
Internship End Date:	Wednesday, June 14, 2023
Role Location:	BTC, #1023, 1st Floor, Geetha Arcade, Anant Nagar Main Road, Kammasandra, Electronic City Phase II, Bengaluru, Karnataka 560100
Stipend per Month:	16000 INR

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one..

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You are requested to submit documents listed in Annexure B prior to commencement of your internship.

You will be paid a stipend of 16000 INR per month for the internship period.

You are required to acknowledge your availability for the internship within 48 hours from the receipt of this letter, failing which the internship offer will automatically stand withdrawn.

Your internship will commence on Tuesday, March 14, 2023 , failure to report to the Company on such date would indicate your unwillingness to intern with the Company and the internship offer shall automatically withdrawn, unless an extension of the date of commencement of internship has been mutually agreed in writing. Upon completion of your internship for the period set out under the contract, you shall have no right whatsoever to claim any renewal of the internship period as such.

The Company will be entitled to terminate your internship by giving you 2 days of notice in writing. In the event you desire to discontinue the internship, you will be required to give the Company 2 days of notice in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful internship and career opportunity with us.

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



Please submit the signed copy of this internship letter on the date of commencement of your internship.

Yours sincerely,  
Think & Learn Pvt. Ltd.  
Human Resources

Accept Offer by signing below  
Signature

*This is system generated offer letter and does not require authorised signature.*

Annexure A

**Reporting:** You will be assigned a supervisor on the first day of the internship and you must act in accordance with the instructions of your supervisor. Being an intern of the Sales BTC function, you will carry out such tasks as may be entrusted to you from time to time by your supervisor. During the internship period, you shall be required to work directly with your team coordinators and / or other staff members of the Company. You shall be required to work approximately [48] hours a week for a period of 90 days.

**Exclusivity:** You shall not undertake any other assignment during the currency of your internship with the Company. Any contravention thereof will lead to the forthwith termination of your internship.

**Policies:** You will abide by the Company's policies, regulations, code of conduct, and procedures on safety, security and anti-sexual harassment, presently in force or as introduced/amended from time to time. You will be required to follow the rules of discipline and time etiquette prescribed by the Company and conduct yourself in accordance with the decorum of the workplace and maintain the highest standard of ethics. The Company reserves the right to forthwith terminate your internship at any given point of time during its currency in the event you are found involved in tardiness, unethical practices, fraudulent activities, misrepresentation etc.

**Confidentiality:** You are duty bound to protect and not disclose to anyone, all information including information classified as confidential, coaching materials, developed material and documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

You acknowledge that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

**Company property:** If for the performance of any tasks allocated to you, you are handed over any Company property including but not limited to any educational materials, records etc. then you shall be responsible for the safekeeping and return in good condition (immediately upon the task being completed or at the time of termination or any time during the internship) and order of all such properties of the Company, which may be in your case, custody, care or charge. For the loss of any properties of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account such material or property to its satisfaction.

**Absence:** You are required to report any sickness absence as soon as is practicably possible to your supervisor and provide medical supporting of sickness where sickness lasts 3 (three) days or more. During the internship, you will get 1 casual leave per month and public holidays (if applicable during the internship tenure). If you are absent from duty other than the applicable leaves and holidays, such days of absence may be treated as loss of pay days or the internship may be discontinued as per the management decision. The internship stipend will be paid on a pro-rata basis depending on the no. of days you were present and worked as an intern.

**Conduct:** You shall abide by all reasonable and lawful directions given to you by or under the authority of the Company during your internship. You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your internship or otherwise. In the event any complaint or proceeding is initiated against you during the internship period, whether civil or criminal in nature, you will immediately inform the Company of the same. Our basic premise in conduct of business: interns should do nothing that might be unethical, discredit or embarrass the Company, its clients, or themselves as interns of the Company. All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception. If the intern violates the code of conduct, the management may decide to terminate the internship.

**Termination:** Your internship shall automatically come to an end at the expiry of the internship period set out herein. Your internship may be terminated, prior to expiry of the internship period, in the event of disqualification including but not limited to embezzlement, fraud, gross

Page 2 of 3

  
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Bengaluru - 560 057



negligence, criminal offenses -alleged or guilty, or a material violation of terms of this Letter or any applicable Company policies or you are found to be absconding from the internship 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.

**Certificate:** Internship certificate will be provided only upon successful completion of the internship tenure. If the resignation is initiated by you or you have been relieved early due to violation of terms of this letter, you will not receive the certificate.

**Representation:** This internship has been made based on the information furnished by you in your application. If, at any time in future, it comes to light that any of the information is incorrect or any relevant information has been withheld, then the internship will be terminated without notice.

**Relationship between parties:** This internship is not and shall not be, at any point, treated or construed as a contract of employment between you and the Company or commitment for employment in the future. The Intern shall not have the authority to bind or represent the Company in any manner whatsoever.

**Post completion of internship:** Completion of the internship does not guarantee an offer of employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the internship and upon successful completion of the internship and completion of course, the Company may, at its sole discretion, consider providing an offer of employment as an associate to the in a role, which may be in sales function, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company (INR 4 LPA -5.5 LPA fixed compensation & up to 3 LPA variable pay annually). The work location may be as determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

#### Annexure B

- a. Graduation/Post Graduation Mark sheet-All completed semester mark sheets
- b. No Objection Certificate & College ID-Card
- c. Resume
- d. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
- e. Voter ID/Passport/Driving License
- f. Cancelled Cheque/Bank Statement/Bank Passbook
- g. Passport Size Photograph
- h. Penultimate year mark sheet
- i. Reference letter from university

Signature



Page 3 of 3

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





Ref No.: NTPL/HR-INTERN/001/2022-23

Date: 09.03.2023

To,

Kushal J,  
# 16, 2<sup>nd</sup> Main,  
Lakshmana Nagar,  
Bengaluru – 560 060

Sub: Internship Offer

We are pleased to offer the internship with M/s. Neumatica Technologies Pvt Ltd. This is an educational internship. As discussed, and agreed your internship commences from 15<sup>th</sup> March 2023 and lasts up to 14<sup>th</sup> July 2023. However, at the sole discretion of the company, the duration of the internship may be extended or shortened with or without advance notice.

As an intern, you will not be a Company employee. You will be paid a stipend of Rs.12,000/- per month. You will not be entitled for any other compensation.

We work all the six days of the week, and you are expected to follow the same. In future if there are any changes regarding this matter, you will be informed of the same.

During your internship, you may have access to confidential, proprietary, and or other trade secret information belonging to the company. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the company all of its property, equipment and documents including electronically stored information.

During your internship, you will be observed and monitored for all the learnings and the progress. You will be reporting to the designated person as will be informed to you once you start the internship. If your performance is satisfactory, you will be given the opportunity to join the organization.

By accepting this offer, you agree that you will follow all of the company's policies that apply to non -employee interns. We hope that your internship with the company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and send a signed copy by mail.


For Neumatica Technologies Pvt Ltd,

  
Mrs. Lilly Dsouza  
Director



I accept internship with the company on the terms and conditions set out in this letter.

Name: Kushal V

Signature: 

Date: 15/03/2023

**NEUMATICA TECHNOLOGIES PRIVATE LIMITED.**

Reg. Office & Works: #C-276/1&2, 7th Cross, 1st Stage, Peenya Industrial Estate, Bengaluru-560058  
Ph: 080-41177930/41177940 | Email: [director@neumaticaglobal.com](mailto:director@neumaticaglobal.com) | Website: [www.neumaticaglobal.com](http://www.neumaticaglobal.com)  
CIN: U 72900KA2000PTC027022 | GSTIN: 29AABCN1629G1ZJ

  
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Bengaluru - 560 060



1					
2	SL.NO	NAME	E MAIL ID	STATUS	
3	1	HARISH K	kumarharishk58@gmail.com	ACCEPTED	
4	2	GURUCHARAN S	gurucharanguru5@gmail.com	ACCEPTED	
5	3	AJITH S	aaaju55885@gmail.com	ACCEPTED	
6	4	ROOPESH R	roopeshroopesh25032@gmail.com	ACCEPTED	
7	5	SRINIVAS S K	srinivasseena213@gmail.com	ACCEPTED	
8	6	YESHWANTH KUMAR B	yeshwanthkumar6387@gmail.com	ACCEPTED	
9	7	SHIVA PRASAD H N	shivasunil27901@gmail.com	ACCEPTED	
10	8	SANTHOSH N	santhu17gowda@gmail.com	ACCEPTED	
11	9	AKASH GOWDA N	akashgowda6359@gmail.com	ACCEPTED	
12	10	HRITHIK B	hrithikrishna2000@gmail.com	ACCEPTED	
13	11	MOHAMMAD MAAZ	maazmallik006@gmail.com	ACCEPTED	
14	12	NIRANJAN V	niranjanbusiness72@gmail.com	ACCEPTED	
15					
16					
17					





**ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED**

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block,  
Bengaluru 560041. India. | [reachus@ethnus.com](mailto:reachus@ethnus.com) | [www.ethnus.com](http://www.ethnus.com)

CIN: U80212KA2010PTC054851

Dear NAGABHUSHAN N,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

We look forward to welcoming you into the program and start your journey towards a wow and delightful career.

Below are the benefits of the program:

- Face-to-Face training in Bengaluru
- Highly experienced and industry certified trainers
- Hands-on labs and project
- Exposure to emerging technologies like; Cloud, RPA, Full Stack, etc.
- One-to-One mentor support
- Access to additional course materials online
- Continuous placement support during and after training program, till you get an offer letter

Basic requirements and conditions to ensure continuous placement support from Ethnus Codemithra;

- Continuous placements during and after training program is applicable if you maintain a minimum of 85% of attendance and project completion
- Completion of additional online course materials, provided via Ethnus Codemithra's LMS platform - CLAP, as per schedule.
- Ensure that you sincerely participate in all eligible placement drives; if you don't register for more than two eligible placement drives, you will be excluded from further placement support\*
- Acknowledge that the data you are sharing can be used by Ethnus Codemithra as needed which could be to send you further communication, share with hiring partners etc.

Kindly note that this email is a Letter of Intent (LoI) and does not confirm your employment with Ethnus Codemithra or any other organisation. Ethnus Codemithra will provide you a no cost platform to get trained and get placed in companies that are hiring partners of Ethnus Codemithra.

In the event you are issued an offer letter by any of the hiring partners of Ethnus Codemithra, you must be willing to accept all the terms and conditions mentioned in the offer letter issued by the hiring partners of Ethnus Codemithra.

All other details will be communicated to you in due course of time. We look forward to your joining the offline training program.

For any further queries, feel free to get in touch with us on [joshmithra@ethnus.com](mailto:joshmithra@ethnus.com) or Mr. James Christy, +91 96865 31186.

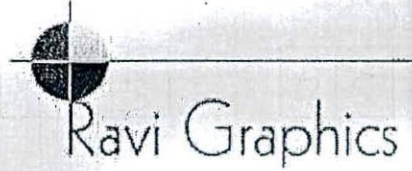
Best Regards,


S Radha  
Manager  
Ethnus Consultancy Services Private Limited

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





**Congratulations.....!!!! Mr / ~~MS / Mrs~~ LOKESH GOWDA . H. M**

This letter of Intent is to confirm that your profile is shortlisted for the role of ASST. MACHINE OPERATOR in our company (also group of our companies). We invite you to attend the final discussion in our company on or before the date & time given below so that we can finalise your candidature & confirm you the date of joining / reporting in our company. We wish you all the best to grow your career through our company.

Job Fair Details: SAPTHAGIRI ENGINEERING COLLEGE

Candidate Mobile Number:

7	3	3	8	4	7	2	4	5	3
---	---	---	---	---	---	---	---	---	---

Date of Discussion

0	5	A	P	R	2	0	2	3
---	---	---	---	---	---	---	---	---

**Final Discussion Venue:**

Ravi Graphics,  
#53/8, 2nd Main, Industrial Town,  
Rajajinagar, Bangalore 560010

Your work location will be in Rajajinagar or in other branches of Ravi Graphics. Please get all the below documents at the time of final discussion to proceed with your joining formalities.

1. Updated Aadhar Card / E-aadhar.
2. PAN Card (Optional)
3. Bank account Details.
4. Permanent Address Proof (Aadhar / Voter / Bank Passbook Etc)
5. Marksheets - Starting from 10th to latest degree
6. Aadhar copy of family members & family photo (ESIC).
7. Vaccination certificate.

**Diwakar V**

**HR Admin**

Ravi Graphics

Mobile: 9060357123 / 8971995599

Email: hr.ravigraphics@gmail.com

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

Lokesh Gowda H.M